

KENTUCKY

Summer 2015 | Volume 14, Number 2

LAW ENFORCEMENT



KENTUCKY'S

good
apples

bad
apples

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Steve Beshear
Governor

J. Michael Brown
Justice and Public Safety
Cabinet Secretary

John W. Bizzack
Commissioner


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DEPARTMENT OF
CRIMINAL JUSTICE TRAINING

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This publication is produced quarterly as a training
and marketing tool for the Kentucky law enforcement
community as well as public officials and others
involved with law enforcement or the oversight of law
enforcement. It includes best practices, professional
profiles, technology and law updates of practical
application and news-to-use for professionals in
the performance of their daily duties.

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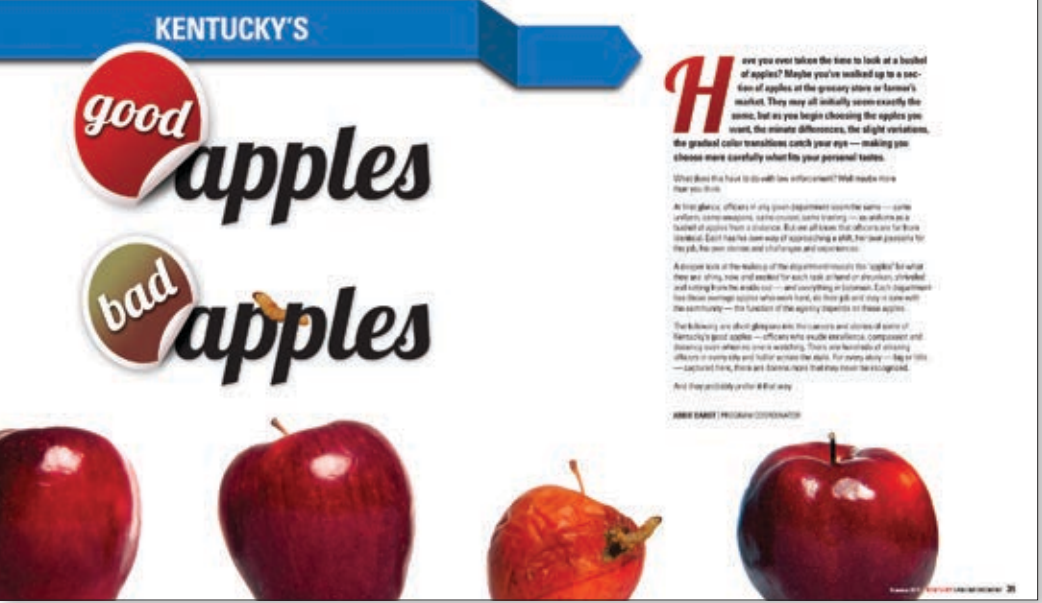
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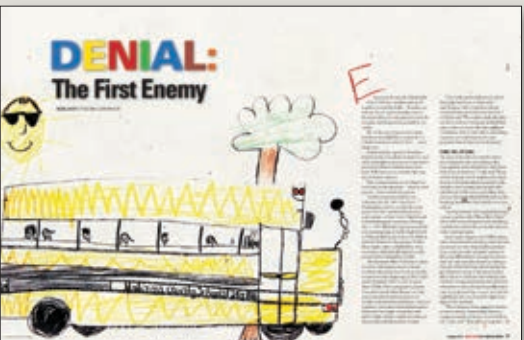
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Secretary's Column

The Gains and Losses of the 2015 Legislative Session

J. MICHAEL BROWN | SECRETARY, JUSTICE AND PUBLIC SAFETY CABINET

The 2015 Regular Session of the General Assembly saw the successful passage of several criminal justice-related bills, and left open the opportunity for a number of other good bills to fight another day. Here's a quick recap:

Senate Bill 192, more commonly known as the Heroin Bill, went through several iterations before its ultimate passage near midnight on March 24. The final version represents the fruits of the many, many months of discussion. The bill includes provisions that will help protect law enforcement officers from accidental needle sticks and increases the availability of naloxone, which counters the effects of an opioid overdose, to officers and other first responders.

In addition, SB 192 creates a new crime, punishable by up to 10 years in prison, of importing heroin into Kentucky with the intent to distribute or sell it, and increases penalties for 'aggravated traffickers' — those who traffic in more than 100 grams of heroin.

The bill also infuses Kentucky's addiction treatment system with \$10 million for programs in eight targeted areas, including access to substance-abuse treatment, medication to help addicts stay drug free, and neonatal abstinence syndrome, among others.

IN OTHER ACTION:

- The last day of session saw the passage of expanded civil protections for victims of domestic violence, dating violence, sexual assault and stalking. Under House Bill 8, victims of dating violence, sexual assault or stalking can get a civil protective order as of Jan. 1, 2016. An order could be erased from someone's record if it is ever dismissed by the court.
- House Bill 427 imposed an additional \$10 fee to court costs, which will go to the Kentucky State Police Internet Crimes Against Children Unit. KSP estimates the agency will receive \$1.3 to \$1.6 million annually to investigate these crimes as a result of the fee.
- Legislation addressing several housekeeping issues for the Kentucky Department of Corrections won approval. Among its provisions, House Bill 428 extends peace officer authority to Internal Affairs officers and supervisors at the DOC central office level; removes a requirement to provide a birth certificate upon an offender's release; and allows DOC officers who have

successfully completed a basic firearms training course required for their employment to have that training qualify for a CCDW license, just as it does for certain local corrections officers.

- Passage of Senate Bill 89 means agencies will be able to sell government-issued firearms to current or retired employees when the agency transitions to a new weapon, removing the requirement for the sale to be handled by a third party.

But along with these successes, there are initiatives that will have to wait until another session for action. For example, Senate Bill 18 would eliminate one of the key barriers that former offenders face once they've paid their debt to society: finding a job. Studies and anecdotal evidence consistently show lack of gainful employment is a leading cause of felons reoffending and returning to prison, at enormous cost to the commonwealth.

Passage of SB 18 would help these individuals do what society expects of them once they leave prison: get a job, pay taxes and restitution, take care of their families and become responsible citizens.

The bill provides no special or preferential treatment for offenders and pertains only to licensing agencies and public employment — not private employers. It does not expunge the offenders' record. It simply states that these individuals may not be automatically disqualified from public positions or licenses solely because of a previous felony conviction, unless the crime directly relates to the position or license being sought.

HB 308 would increase the Kentucky Law Enforcement Foundation Program Fund stipend and expand the number of officers eligible for it. The bill would have added approximately 340 certified peace officers to KLEFPF, and increased the incentive pay to \$4,000 in 2016 and to \$4,500 in 2018.

The current incentive pay has remained static at \$3,100 since 1998.

If passed, HB 308 would have enabled all certified peace officers of equal training and qualifications to participate in KLEFPF, whereas a select few currently are excluded. 🍷



Commissioner's Column

Looking at Kentucky

JOHN W. BIZZACK | COMMISSIONER, DEPARTMENT OF CRIMINAL JUSTICE TRAINING

You can't avoid seeing it and hearing it these days. "Police are the problem," they thunder. "We must do something about the police," others spew. National news incessantly focuses on the shooting of an unarmed citizen, a use of force complaint based on a smart phone video or patrol officers ambushed in their cruisers. There is only one way to break out of this destructive "us vs. them" mentality. It is a process Kentucky has already adopted.

Don't get me wrong, there's plenty to criticize on both sides of the "us vs. them" mindset and there is plenty to correct, but it will not be done by rushing to a judgment based on emotional reaction and social indignation. Problems in a human activity as complicated as policing seldom respond to quick fixes. The Kentucky-proven approach to eliminate this mindset hinges on constructively evolving both the police culture and citizens view of the police.

The latest study of North American policing, released in March 2015, is the Interim Report from the President's Task Force on 21st Century Policing, by the U.S. Department of Justice's Office of Community Oriented Policing Services Office. Despite the importance of the matter, the writers were given merely 90 days to develop and recommend a national roadmap for policing.

Perhaps the 90 day deadline didn't allow time to check with Kentucky. Here they would have learned that their most important recommendation — the one that finally strikes at the very heart of the problem — is a strategy that first took root here in Kentucky in 1996, and it has proven to be a solid foundation for effective law enforcement in the 21st century.

In fact, the COPS report treats this recommendation as though it is new, fresh and innovative. It's not. Kentucky has already proven its effectiveness.

Kentucky's proven solution: encourage cultural adjustments in policing by first focusing on officer hiring and selection processes, followed by effective training based on the actual challenges officers will face in the field. In a nutshell, that's Kentucky's solution. It's a simple, elegant approach that meets short-term goals while gradually changing the overall culture of policing. It's an approach based on an evolving police culture that COPS is now recommending.

Today, Kentucky law enforcement has successfully evolved into a genuine police community — one that was

KENTUCKY'S THREE-PRONGED APPROACH

- Standardized selection standards across the state have ensured all new recruits are better educated, emotionally suited for their role in society and physically fit.
- Basic training, annual proficiency training and advanced leadership training have re-defined the term "Kentucky law enforcement officer." Recruits graduate from at least 22 weeks of intensive training with a service-oriented mentality. One dimensional "crime fighters" with a "warrior" mentality are relics of the past.
- Leadership development focused on developing "police statesmen" who, in turn, are focused on improving the quality of police services and fostering a police culture in tune with today's society.

non-existent just two decades ago — a community of officers sharing the same goals, the same dedication and the same pride regardless of their location. This evolution did not happen overnight; it has been the roadmap to Kentucky's future for more than 20 years.

Accomplishing this extraordinary feat required moving every law enforcement organization in the state from the old model of hundreds of parochial agencies — all with their own agendas — to a galvanized community of like-minded professionals sharing common goals and common concerns. In Kentucky, all entry-level police officers share the same skills, qualifications, training and expertise — a lesson others would be wise to examine.

Real solutions sometimes have to start from scratch. If the folks we all see on national TV genuinely seek to identify what can — and has been done to — effectively change America's police culture, they should be looking at Kentucky. 🍷

RETIREMENTS

KLEC Recognizes Three Members for Distinguished Service



Allen Ault

Kentucky Law Enforcement Council Executive Committee member Dr. Allen Ault and Monitor Doug Czor were honored for their many years of distinguished service to the council at the KLEC quarterly meeting in May. KLEC Executive Chair Keith Cain presented each with a plaque, thanking them on behalf of the council for their dedication and support.

"It has been my great honor and privilege to work with these gentlemen and to learn from them professionally and personally over the years," Cain said.



Doug Czor

Ault is retiring as the dean of Eastern Kentucky University's College of Justice and Safety this summer, the position which afforded him a seat on the council. Ault came to the College of Justice and Safety after retiring as chief of the Special Projects Division of the National Institute of Corrections, U.S. Department of Justice. He also has served as commissioner of state Departments of Corrections in Georgia, Colorado and Mississippi, was a warden of a maximum-security prison and for 11 years was president of a national criminal justice consulting firm.



Craig Sorrell

Czor served as a KLEC monitor since his retirement from the Department of Criminal Justice Training in 2004. As a monitor, Czor was tasked with observing Kentucky's certified instructors in the classroom and providing a written report to KLEC on each instructor's classroom technique and effectiveness.

Czor was hired at DOCJT as a training instructor in 1977. He was promoted to training section supervisor in 1985, and was named In-Service Branch manager in 1997.

Craig Sorrell, also was honored with a Meritorious Award for his years of service to the council. Sorrell held a KLEC seat as the training director of Lexington Division of Police for a two year period, and he served on the Certification Committee. Sorrell, who now serves as the chief of Campbell County Police Department, retired from the Lexington Police Department as the Commander of the Training Academy. He joined the agency in 1992 and has held numerous positions including: patrol, homicide, property crimes, narcotics, intelligence and forensics. He has a master's degree in Criminal Justice from Eastern Kentucky University. He retired from the U. S. Army in 2007 as a special agent with the Army Criminal Investigations Command. During his Army career he worked in Investigations and Dignitary Protection, serving as a personal security officer in the chairman of the joint chief's office at the Pentagon.

Tangel Retires After 11-Year Career with DOCJT

Leadership Institute Training Instructor Walter A. Tangel, after serving the Department of Criminal Justice Training for nearly 11 years, retired March 31. Tangel was responsible for developing and instructing leadership training programs for police chiefs, sheriffs and law enforcement command staff. His training and expertise in various leadership topics has impacted the careers of hundreds of Kentucky law enforcement executives across the commonwealth.

Tangel's focus areas in DOCTJ's Leadership Institute were in the Orientation for New Police Chiefs and Sheriffs, Police Executive Command Course, Current Leadership Issues for Mid-level Executives and an annual presentation at the Kentucky Sheriffs' Association conference.

2015 Competition Shoot Takes on New Format



The Kentucky Law Enforcement Memorial Competition Shoot no longer consist of "bulls-eye" shooting with paper targets. It's now a challenging "3 Gun" shoot. Shot timers, reactive steel and clay pigeons put skills to the test. Contestants will fire their duty handgun, shotgun and rifle through a challenging course at a variety of targets and ranges.

DOCJT welcomes all sworn peace officers (active or retired) to participate as individuals or as a two person team.

This year's competition will be September 12 at the Col. David Williams firing range near Boonesborough. Free breakfast and/or lunch will be available while supplies last. Pre-registration is \$30, if received by August 31, \$35 registration after August 31. Registrants receive a T-shirt (while supplies last) and the chance to win one of several door prizes.

A shotgun and rifle will be provided if the participant does not have one to bring. Please see the registration brochure for details. The brochure can be downloaded from the DOCJT website, <https://docjt.ky.gov>.

NEW CHIEFS



CHIP STAUFFER Henderson Police Department

Chip Stauffer was appointed chief of Henderson Police Department on May 19, 2014. Stauffer began his law enforcement career with the Henderson Police Department and has 21 years of law enforcement experience. He has a bachelor's degree in Criminal Justice from Kentucky Wesleyan College and a master's in Public Administration from Western Kentucky University. Stauffer is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 231, Academy of Police Supervision Class No. 6, Criminal Justice Executive Development Class No. 14 and the FBI National Academy 227th session.



JONATHAN SHOLAR Dawson Springs Police Department

Jonathan Sholar was appointed chief of Dawson Springs Police Department on Nov. 1, 2014. Sholar began

his law enforcement career with the Princeton Police Department and has 15 years of law enforcement experience. He also served the Hopkinsville Police Department. Sholar is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 296 and Academy of Police Supervision Class No. 9.



DAVID HALFHILL Dayton Police Department

David Halfhill was appointed chief of Dayton Police Department on Jan. 23. Halfhill began his law enforcement career with the Dixie Police Authority and has 17 years of law enforcement experience. He also served Northern Kentucky University Police Department, Dayton Police Department and Campbell County Police Department before returning to Dayton as chief. He currently is enrolled at

Eastern Kentucky University working towards a bachelor's degree in Criminal Justice. Halfhill is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 251, Academy of Police Supervision Class No. 40 and the Criminal Justice Executive Development Program Class No. 16.

Kentucky Participates in the Second Annual National Texting Enforcement Crackdown

In conjunction with National Distracted Driving Awareness Month, in April law enforcement agencies in Kentucky stepped up efforts to persuade drivers to put down the phone as part of the second annual national texting enforcement crackdown — U Drive. U Text. U Pay.

Violators were liable for fines of \$25 on a first offense and \$50 on each subsequent offense, plus court costs.

The law bans texting for drivers of all ages while the vehicle is in motion. For drivers age 18 and older, it allows the use of global positioning devices and reading, selecting or entering a telephone number or name for the purpose of making a phone call. Texting is allowed only to report illegal activity or to request medical or emergency aid.

For drivers younger than 18, no use of personal communication devices, such as cellphones and pagers, is allowed while the vehicle is in motion. The use of a global positioning system is allowed, but

manually entering information must be completed while the vehicle is stopped.

In Kentucky in 2014, there were more than 53,500 crashes resulting in more than 14,000 injuries and 169 fatalities due to distracted driving.



2015 KLEMF Golf Tournament

Gibson Bay Golf Course
Lake Reba, Richmond, Ky.
June 25, 2015



For more information,
contact Pam Smallwood
at pam.smallwood@ky.gov
or (859) 622-8081.

STATE POLICE

Gov. Beshear Dedicates New State Police Academy Campus

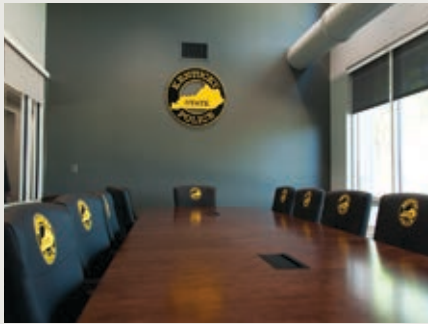
Governor Steve Beshear formally dedicated the new Kentucky State Police Academy on April 27, unveiling a facility designed to provide current and future troopers with enhanced knowledge and skills to serve and protect the citizens of the commonwealth.

“From day one, it was evident that the Kentucky State Police was in dire need of a facility that measured up to the level of professionalism exemplified by our troopers,” Gov. Beshear said. “This is the premier law enforcement agency in the state, and it certainly deserves a first-class physical training facility.”

The new facility, located at 380 Coffee Tree Road between the Franklin County Regional Jail and the Kentucky Vietnam Veterans Memorial, covers a 220-acre site that includes a 15,201-square-foot building with a 7,800-square-foot multi-purpose room that will allow cadet training during inclement weather. It previously was a minimum security prison that was closed in 2011 after the prison population dropped. Remaining prisoners were reassigned to other facilities.

“With this transformation, we have taken advantage of an innovative — and almost ironic — opportunity,” said Justice and Public Safety Secretary J. Michael Brown. “Repurposing a facility that had been designed and built to accommodate those who had run afoul of the law, into a facility now designed to train those who uphold and protect the law and citizens of Kentucky.”

Brewer said that Phase I of the training academy project has been completed. Future phases include an indoor firing range and an additional classroom complex.



‘Trooper’ Statue Raised to Honor Fallen KSP Troopers

At nearly 10-feet tall, a masterfully-crafted bronze statue, entitled ‘The Trooper,’ was dedicated in early May. It rises as the crown of the recently dedicated Kentucky State Police training academy. Rendered in formal uniform, the figure is posed striding toward the future, moving out to protect the citizens of the commonwealth.

“The statue is a permanent tribute to the troopers and officers of the Kentucky State Police who have made the ultimate sacrifice by giving their lives in the line of duty,” said KSP Commissioner Rodney Brewer. “Moreover, it’s about all those who have served since the agency’s inception in 1948 and made tremendous sacrifices on a daily basis to protect its citizenry.”

World renowned sculptor, Benjamin Victor, took personal interest in his artful creation of the trooper statue. He was diligently sensitive to the image of the modern day Kentucky trooper, carefully remaining true to all details of the iconic uniform.

No public funds were used to pay for the statue. The KSP Citizen’s Police Academy Alumni Association formed a 501(c) 3 non-profit organization called The Trooper Project to fund the effort. Many grass-roots fund-raising events and programs were held during the past year by agency employees and retirees to generate revenue.

To learn more about the project, visit TheTrooperProject.com.



KLEC Presents CDP Certificates

STAFF REPORT | KLEC

The Kentucky Law Enforcement Council’s Career Development Program is a voluntary program that awards specialty certificates based on an individual’s education, training and experience as a peace officer or telecommunicator. There are a total of 17 professional certificates; 12 for law enforcement that emphasize the career paths of patrol, investigations, traffic and management; and five certificates for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

The KLEC congratulates and recognizes the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

**INTERMEDIATE
LAW ENFORCEMENT OFFICER**
Alexandria Police Department
Tara L. Ruschell

Campbell County Sheriff’s Office
David C. Fillhardt

Clark County Sheriff’s Office
Berl Perdue Jr.

Hopkinsville Police Department
Thomas J. Hoffman Jr.

Louisville Metro Police Department
Kenneth R. Christian Jr.

**Morehead State University
Police Department**
Jessica R. Harris

Russellville Police Department
Morris L. Kisselbaugh
Roger D. McDonald

Southgate Police Department
Chad B. Martin

**ADVANCED
LAW ENFORCEMENT OFFICER**
Clark County Sheriff’s Office
Berl Perdue Jr.

Covington Police Department
William A. Kelley

Hopkinsville Police Department
Todd C. Dearmond
Michael A. Felts

Russellville Police Department
Roger D. McDonald

LAW ENFORCEMENT SUPERVISOR
Covington Police Department
William A. Kelley

Frankfort Police Department
Dustin K. Bowman

Hopkinsville Police Department
Gregory J. Koehler

Russellville Police Department
Timothy D. Burnett
Roger D. McDonald

LAW ENFORCEMENT MANAGER
Covington Police Department
William A. Kelley

Louisville Metro Police Department
Timothy E. Burkett

Russellville Police Department
Roger D. McDonald

LAW ENFORCEMENT EXECUTIVE
Clark County Sheriff’s Office
Berl Perdue Jr.

Franklin County Sheriff’s Office
Ronald L. Wyatt

Hawesville Police Department
Wagner Baskett

**LAW ENFORCEMENT
CHIEF EXECUTIVE**
Clark County Sheriff’s Office
Berl Perdue Jr.

Covington Police Department
Michael D. Jones

Owensboro Police Department
Arthur E. Ealum

**LAW ENFORCEMENT
OFFICER INVESTIGATOR**
Hopkinsville Police Department
Michael A. Felts
Martin L. Lopez

Somerset Police Department
Larry C. Patterson Jr.

**LAW ENFORCEMENT
TRAFFIC OFFICER**
Louisville Metro Police Department
Kenneth R. Christian Jr.

**INTERMEDIATE PUBLIC
SAFETY DISPATCHER**
Jefferson County Sheriff’s Office
Jeffrey S. Glass

Lawrenceburg Police Department
Courtney M. Fyffe

**London/Laurel County
Communication Center**
Terry D. Bunch
Justin E. Sizemore
Lawrence E. Walls III

**Western Kentucky
University Police Department**
Nancy H. Kinkade

Winchester Police Department
Jeromy C. Burkhart

**ADVANCED PUBLIC
SAFETY DISPATCHER**

**Bluegrass 911 Central
Communications**
Christina A. Napier
Candy L. Wilson

**Fayette County Schools
Police Department**
Robertta Jones

Frankfort/Franklin County 911
Tomba Brown
Katie L. Hood
Doug Standifer

Hardin County 911
Steven R. Johnson

Jefferson County Sheriff’s Office
Jennifer K. Cravens

KSP Post 16, Henderson
Bridget J. Stone

**LAW ENFORCEMENT
TRAINING OFFICER**
Somerset Police Department
Larry C. Patterson Jr.

**LAW ENFORCEMENT OFFICER
ADVANCED INVESTIGATOR**
Georgetown Police Department
Jeffrey Greenfield

**COMMUNICATIONS
TRAINING OFFICER**
Frankfort/Franklin County 911
Varita Griffin

CRIME SCENE TECHNICIAN
Richmond Police Department
William Daniel

KLEMF Awards \$30,000 in scholarships

A total of \$30,000 in scholarships was awarded to 25 students across Kentucky by the Kentucky Law Enforcement Memorial Foundation. The Gerald F. Healy Kentucky Law Enforcement Memorial Foundation scholarships were awarded to law enforcement officers’ dependents and survivors of officers killed in the line of duty. Officers’ dependents were awarded \$1,000 toward the fall 2015 semester and officers’ survivors received \$2,000.

2015 fall semester scholarship recipients are:

*Callie Edrington
*Tony Jansen
*Andrew Sticklen
*Emily Sticklen
*Katherine Thacker
Samantha Ratliff
Kiersten Jackson
Brandon Clark
Patrick Melton
Matthew Clark

Alexis Sumner
Allison Myers
Megan Schwartz
Amy Nelson
Montanna Palmer
Christen Stewart
Sgt. Christopher Heitzman
Noelle Butts
Mallory Butler
Brennen Cabrera

Seth Svebakken
Loren Roby
Nicole Bingham
Chris Charles
Kayla Hall

*Denotes survivor





A NETWORK OF MENTORS

When Covington Police Patrol Specialist Jennifer Rudolph-Colemire was a young rookie in northern Kentucky, a fellow Covington female officer invited her to attend a training conference with the Kentucky Women's Law Enforcement Network. There she met other women who, like her, had worked hard to make a place for themselves among the ranks of Kentucky's officers. That was 2004. Eleven years later Rudolph-Colemire still is serving KWLEN — the past three years as the organizations' president. Born and raised in Covington, Rudolph-Colemire has served CPD for 12 years as one of the agency's six females. When she's not patrolling, she is a field training officer and is Covington's first female SWAT team member and negotiator. Despite the demands of her job, Rudolph-Colemire maintains a commitment to the women she leads through mentoring, education and training provided by KWLEN. So the next time a young rookie female officer finds herself at a women's law enforcement conference, she will be met with the same open arms, opportunities and leadership that have helped Rudolph-Colemire pursue the career she loves with a statewide support network.

How did you get involved in law enforcement?

I wasn't one of those typical people who grew up knowing they wanted to be a cop. I actually started out in the medical field as a pharmacy tech. I worked at the Cincinnati Children's Hospital and St. Elizabeth Healthcare. I basically got bored. It was a good job, and I made good money — I actually took a pay cut becoming a police officer. But I was looking for something more long term that offered retirement. I always had an interest in law enforcement. I watched all the TV shows. There was a Covington police officer who went to the church in which I grew up, and I pestered him to death. Finally, he said, 'Would you just take the damn test?' So I did.

Once I decided that's what I wanted to do, I didn't tell my family at first. I didn't tell my mom because I knew, although she has always been supportive since I made my decision, she was not very keen on the idea of me being in law enforcement. One of her statements was that her side of the family has always been on the other side of the law. Thanks mom.

It took me two years to actually get hired at Covington Police Department. The big thing was the physical agility part of the Peace Officer Professional Standards. At that time, for females, it was extremely difficult. I started >>

PHOTO BY JIM ROBERTSON

Profiling Kentucky Women's Law Enforcement Network President and Covington Police Patrol Specialist Jennifer Rudolph-Colemire

KELLY FOREMAN | PROGRAM COORDINATOR

I know the people on my beat. I know who the troubled people are, who the troubled juveniles are. I try to help the kids out when I can and help them learn to make better choices.

>> looking at law enforcement in 2000 and was officially hired by Covington in 2003. I applied at other agencies, but I had a lot of work to do to get fit enough to pass the physical-agility portion of the test.

Right before being hired, I was working at the airport as a public safety assistant. Basically, I was one of the people in front of the terminals who keep people moving. That was my first law enforcement experience, technically, because we worked under the police department. We had radios, and that's where I started to learn radio traffic more or less. When I got through everything with them, I knew I was physically ready to do it. It was just a matter of time before I could get on and pass everything with Covington. But when I did, I went to the academy, and I never looked back.

I was not married at the time and it was easy as a single female to pursue what I wanted to do. But I also have a very supportive family. I have three brothers and, growing up, I had to be able to hold my own. When I was younger, my goal was that I would not get married until I was at least 30. I wanted to be established in what I wanted to do and find myself before I worried about getting someone else in the mix. I have been married now to my soulmate and best friend, Danny Colemire since Aug. 6, 2011.

What was it about law enforcement that was attractive to you?

It sounds cliché, but I wanted to help people. Being in the medical field, it was already something I was interested in and something I enjoyed. As far as the law side of it, I liked all the "Law and Order" crime shows and seeing how things went. I never was big into saving the world

from drugs or something like that. Yes, I will arrest people for various crimes they commit, but people tell me all the time that I know everyone. That's because I talk to people. I think that's one of my greatest assets is that I enjoy talking to people. I have made it one of my main focuses in the area I patrol. I have been assigned to permanent beats, and I have pride in that. I know the people on my beat. I know who the troubled people are, who the troubled juveniles are. I try to help the kids out when I can and help them learn to make better choices.

I want to give them a role model to look up to, and I can do that simply by stopping to have a two-to-five minute conversation. I have certain people who I've known since I was first hired in Covington who invite me over if I'm working Christmas, Easter, Thanksgiving or any other holiday. They'll say, 'We will be eating lunch around such-and-such time, stop by if you're working.' And these are just people I know from working in their communities over the years. But when you find somebody who can cook well ... two of the rules are don't get wet and don't go hungry. I try to stick to those.

When you were first getting into law enforcement was there anything about being female that made you second guess your choice to pursue this career field?

It didn't even dawn on me until I got into it that being female made any difference. Within that first year I heard all the stereotypes. With that, I just felt like I had to prove myself that much more. Other recruits have to prove themselves, yes, but males in this career are not as scrutinized as females. For us, if I go hang out with the guys, people wonder if it's because I'm just hanging out with the guys or if I am trying to do other things. I grew up in a neighborhood where it was mostly guys. I was the only sister to three brothers. There was one other girl in our neighborhood that we hung out with, but we were both tom boys and being with the guys is just what we did. My mom tried to put me in dresses but it just didn't work out. I'd be out in the middle of the street playing football with a dress over my head.

So I didn't really see the effects of my gender until I was in. At that point I had gotten what I wanted — to be a cop.

The bench press was a big thing for me. You have to bench press a percentage of your body weight. I weighed 195 pounds when I started and I had to lose 30 pounds to get down to where I could do the bench press. In that, I think you learn what your strengths and weaknesses are and you build on that. Even throughout Basic Training at the Department of Criminal Justice Training, the instructors knew I had prior back injuries and that was a weak spot for me. I had to make sure I had my core tight and everything so I could finish. I don't like to fail. I don't think anybody likes to fail, but I never had anybody tell me I couldn't do it. I think that probably would have pushed me more, though.

Why did you decide to join KWLEN?

Covington Capt. Amanda Donelan, who was serving KWLEN in some capacity in 2004, told me about their conference that was in Florence that year. She encouraged me to ask for the time off to go see what it was about. I met women from all across the state. At that point, retired Kentucky State Police Maj. Alicia Webb-Edgington was president, and listening to her and

seeing the experience of so many women in law enforcement was inspiring. KWLEN was established in 1999 and these women worked hard to overcome some of the hurdles in this male-dominated career. They were setting a good example and establishing precedents for females in law enforcement. Sometimes you get so stereotyped as a woman in law enforcement. People say, 'Oh you just got hired because you want the power, you don't really want to do anything.' Or, 'Are you the school resource officer?' We hear it all over. But these women were committed to moving females in Kentucky law enforcement forward.

What is the mission of KWLEN?

Our mission is to empower, educate and train all members in any facet of law enforcement. That includes dispatchers, probation and parole, corrections — it's not just officers or deputies on the street. We include everybody. We try to make our conferences so that everyone can get something useful out of the information. We strive to keep that network of members active and building. Always trying to make it better is a big focus.

What are the current goals of KWLEN?

We are working on legislation in regards to pregnancy and reasonable accommodations. I will be the first to admit I am not very savvy with politics, so I have delegated that to capable individuals within our organization to be in charge of moving forward. We would like to see something specific for female law enforcement that provides for departments to offer reasonable accommodations during pregnancy. It's not really a disability. We're working to find the right wording. The Florence officer made big headlines last year, and we're finding that so many departments don't offer or don't have light duty if you're not injured on duty. But it's not really an injury, either. It's hard enough wearing all this equipment and not being pregnant. I can't imagine being six or eight months pregnant and trying to get in and out of the police car. It's one thing if you can handle report calls in the lobby or that kind of work. I know it's different for every agency and people have had different experiences throughout.

If there are any barriers for women getting into law enforcement, this is one >>



Covington Police Patrol Specialist Jennifer Rudolph-Colemire talks with officers during a recent Kentucky Women's Law Enforcement Network meeting. Rudolph-Colemire has led the organization for the past three years.

PHOTO BY JIM ROBERTSON



Rudolph-Colemire takes a special interest in the people and businesses within her beat. Talking easily with people and building relationships is something she said makes her good at her job.

PHOTO BY JIM ROBERTSON



PHOTO BY JIM ROBERTSON

>> of them. And I think it falls back into our educational component. We have to educate agencies to have policies for those things. Since we are KWLEN, we are trying to address this issue. We want to see legislation passed that would help females in that position throughout the state.

It is a big deal. This issue can affect future officers who themselves may not even be born. It's a long-term issue and I think it needs to occur. It's 2015.

As an officer, why has KWLEN been important to you?

Especially pursuing the avenue of supervisor, being able to call, text or send somebody an email to say, "This is what's going on, can you give me some pointers or guide me on some steps I can take to improve?" is so nice. For example, public speaking — I'm not very good at it. I love to talk one-on-one, but actually being in front of a group is hard. KWLEN really has helped me get over that fear. It has helped me learn to be more prepared for situations and to research topics before I speak about them. Having females throughout the state I can ask about their promotional processes and what they've done to prepare for interviews is invaluable. I like that we all can

just pick up the phone and call. It doesn't even have to be about law enforcement. It can be about a family you have here who has family down there that hasn't been able to connect. Or it could be something personal. When I was going through an extremely difficult time, it was like having a second family because they were there and so supportive. I could call anyone up and say, 'I'm having a really hard day,' or 'It's difficult for me to deal with this.' That's what's great about this group.

Honestly, KWLEN has opened so many doors and the potential for furthering my career after I'm finished with law enforcement, per se. I'm looking at maybe going into teaching, so I'm looking at the ample and endless resources throughout the state I have developed by building this extended family. Just by getting to know people and talking to them, just like we do in the communities we serve.

How has the organization evolved in your time with KWLEN?

One thing we're proud of is that in 2011, we hosted the International Association of Women Police. There were police officers from across the entire world in Lexington. It was great to be able to experience how

women are policing in South Africa, Dubai, London — all over the world. The uniforms, their concept of law enforcement and how that is different in Dubai than South Africa, and from South Africa to London.

To me, KWLEN has grown so much, and it keeps expanding. We are trying to get new members. Our membership currently is around 70, but the potential for membership is 300 to 500 easy. Agencies like Louisville, Lexington and Bowling Green have high female percentages. We see people work hard then step back for a while. Some people retire, but they still come back to the conference. It is the highlight for the year — everybody gets together and catches up and it's like we were just with them the day before. It's nice to have that connection with people and understand that it doesn't go away just because you haven't seen them for six to eight months.

That is a big key. Keeping that network and camaraderie alive for generations to come is what we work toward. We want to help young women who are trying to get into law enforcement and reach out to females before they get into this career field so they can be prepared. We also want to help them understand what to expect

and offer pointers for the academy and beyond. It can be daunting not having other females on which you can rely.

Tell me about KWLEN's annual conferences.

We do evaluations after every conference to get an idea about what training people are interested in. When we hold our conferences each year, everyone arrives on Wednesday and we have registration, a welcome lunch and hold our business meeting for that month. We also have a guest speaker, which is usually someone who has come from out of state. The last couple of years we have had chiefs from Tampa, Fla. and Sarasota, Fla., come and set up a panel where people can ask questions and find out what hurdles they had to overcome to get where they are.

Being a chief of a police department is a big deal, but being a female chief is an even bigger deal. There's not one in the state of Kentucky. It's been awhile since we have had one. There is a sheriff, but there has not been a female police chief since 2012 or 2013.

“Being a chief of a police department is a big deal, but being a female chief is an even bigger deal. There's not one in the state of Kentucky. There is a sheriff, but there has not been a female police chief since 2012 or 2013.”

What are some of the hurdles Kentucky's women in law enforcement face?

We had a member once who worked for an agency and her husband worked for the neighboring county's sheriff's office. She was assigned to a new position and, due to her husband's schedule and having two small children, she couldn't work the shift. She basically had to choose between

her career and her family. She is no longer in law enforcement. It was a very hard decision for her. Now she is doing her own thing, is home with her kids during the day and doesn't have to worry about who is going to be able to watch them. I think that's not an unfamiliar story for a lot of females. Sometimes we are forced to make that choice between our families and law enforcement. >>



Covington Police Capt. Amanda Donelan, right, first invited Rudolph-Colemire to get involved with KWLEN in 2004. Donelan since has served as a mentor to Rudolph-Colemire within her agency.

PHOTO BY JIM ROBERTSON

>> **How does KWLEN as an organization help women with those kinds of hurdles?**

We can't dictate what a department does. It would be nice if I had that kind of power, but I don't. But we want to make sure the departments are educated about what they're doing as far as reasonable accommodations for individuals in certain situations.

Mentoring, educating and being available to help when it's needed is a key part of what we do. It doesn't even necessarily have to be help with their career path. One member recently had to take a leave of absence from her agency because she's taking on the responsibility of caring for her three young cousins who lost their mother last year. Our members wanted to help, so we are in the process of getting together a care package to send down to her. When I emailed her to tell her we were here to support her she said, "You're going to make me cry," I wanted her to know that as much as she had done for KWLEN, we wanted to reach out to her and let her know that we will find people to come help in any way she needed.

To me, that's one of the biggest reasons KWLEN is so effective. Because you know you can just pick up the phone and call somebody in another area and they will do whatever they can to help you.


Do you think KWLEN faces stereotypes within the law enforcement community because it's a gender-based organization?

I have heard it called the man-haters club. I always tell the guys they are able to join. We accept all people in law enforcement or law enforcement capacities to be members. It's not just for females.

When I'm going to a meeting they'll say, 'Do you talk about the trending clothes or shopping or nail colors?' Seriously? They don't get it. Through other law enforcement associations, they have their own networks that are great. But I wonder how many of them can call someone and say, 'I'm having a really bad day, it's nothing to do with work.' Most guys don't want to talk about feelings. I would emphasize that KWLEN offers emotional support both professionally and personally.

How do you show the law enforcement community that KWLEN is about more than shopping and nail polish?

We try to demonstrate what we do in training by providing training agendas. That was my big push last year — to educate the chiefs who ultimately sign off on who is coming to our conferences. I took the time and effort to send every chief and sheriff throughout the state a packet of information about what our conference is about, what our training entails and what we are about. We are trying to spread the word and educate our membership to advocate for other members of their departments to be able to attend.

We are about so much more. We are about mentoring, training and empowering women to succeed just as you would any other male. We just go about it in a more, I guess as they say, touchy-feely way in showing care, concern, compassion and empathy for people when they are not at their best. 

Kelly Foreman can be reached at kelly.foreman@ky.gov or (859) 622-8552.

▼ Rudolph-Colemire, center, speaks to a group of officers gathered for a recent KWLEN meeting. She said the organization is about mentoring, training and empowering women in law enforcement to succeed.



Kentucky Women's Law Enforcement Network

invites you to the

Annual KWLEN Training Conference

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MEMORIAL SERVICE

2015

KELLY FOREMAN | PROGRAM COORDINATOR

As rain fell softly against the cold, etched steel of the Kentucky Law Enforcement Memorial, tears fell with it.

Just past the 10-year anniversary of her husband's line-of-duty death, widow Rebecca Grignon-Reker's voice broke as she expressed her appreciation for the memorial. She expressed her gratitude that because of it, her late husband, Louisville Metro Police Officer Peter Grignon, and the other 524 names of officers who have given their lives in service are not forgotten.

The memory and sacrifice of Kentucky's officers killed in the line of duty was honored once again at the Department of Criminal Justice Training's annual law enforcement memorial ceremony, May 21 in Richmond.

Gov. Steve Beshear recognized, despite negative national media reports, Kentucky is represented by some of the best men and women sworn to, "fairness and equality, safety and justice."

"They are a reminder to the public of the flesh and blood — the human shield — that separates society from utter lawlessness," Beshear said.

2014 marks another historic year where Kentucky suffered no sworn officer, line-of-duty deaths. However, this year's ceremony honored seven Kentucky officers killed in the line of duty between 1858 and 2013, but whose names were not added to the national memorial until recently.

As she spoke to the crowd of nearly 100 survivors, friends and family members, as well as hundreds of serving law



PHOTO BY ELIZABETH THOMAS

enforcement, public safety dispatchers and other citizens, Grignon-Reker spoke of how fond her late husband was of the brotherhood of law enforcement. She struggled to maintain her composure as she recalled the night she was told her husband had been killed.

"My worst fear when Peter fell was that he would be forgotten," she said. "Memorials like this make sure that doesn't happen. This brings the attention of all of Kentucky, our whole community. I think that is very, very important. Like the governor said, this isn't a time where people are looking at you kindly. This memorial serves to remind us who each and every one of you are. I hoped Peter would be the last. But we know it's not a matter of if, it's a matter of when someone else will sacrifice their lives."

The Kentucky Law Enforcement Memorial monument stands in memory of nearly every Kentucky peace officer who has been killed in the line of duty. This year's additions bring the total number of names on the monument to 525. 🇺🇸

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PHOTOS BY ABBIE DARST



(Far right) Will Young and Eric Garner with Kentucky United Pipes and Drums play bag pipes at the ceremony.

Kentucky Law Enforcement Memorial Foundation HISTORICAL ADDITIONS

Louisville Police Department **Officer George Coulter**, died Aug. 17, 1858
 Louisville Police Department **Officer Martin Roth**, died Oct. 29, 1877
 Louisville Police Department **Officer Joseph Boyle**, died Oct. 7, 1887
 Paducah Police Department **Officer James E. Phelps**, died Nov. 8, 1894
 Estill County Sheriff's Office **Deputy Henry T. Reed**, died Aug. 21, 1920
 Elliott County Sheriff's Office **Deputy Joseph Carter**, died Nov. 9, 1926
 Louisville Police Department **Officer Bob W. Branham**, died May 14, 2013

Berea Police Department Honor Guard presents colors in front of the Kentucky Law Enforcement Memorial monument, which holds the names of 525 Kentucky officers killed in the line of duty.

PHOTO BY ELIZABETH THOMAS

The LONG Line of Duty

ABBIE DARST | PROGRAM COORDINATOR

A lot can change in 41 years. For Bob Branham, 41 years of his life were forever changed by a single bullet.

In 1972, Branham was only 36 years old and 12 years into his law enforcement career. Every day he donned his uniform and duty weapon and went to work protecting Louisville's citizens — and he loved every minute of it.

"He was so proud of being an officer," said Branham's widow, Mary Carroll Burnett. "He would have worked for free."

One stifling July night, Branham was on an undercover stake out with Detective James Stephenson at a home police suspected as a base for a prostitution ring, according to Courier-Journal reports. During the investigation, Branham saw two men steal the police radio from his car parked nearby.

Branham chased the assailants, while Stephenson was approached by three other men. Not knowing Stephenson was a police officer, the men asked him to assist them in robbing the patrons of the home the two officers had been watching. Stephenson quickly identified himself as an officer and grabbed two of the three individuals before the third fled, according to Courier-Journal reports.

About that time, Branham returned with one of the two suspects he had chased after the radio theft. At that moment, another man, identified as Ivan Ray Jackson, Jr., walked up to Branham and Stephenson with a gun.

Branham, dressed in street clothes, identified himself as an officer and showed his badge. But Jackson continued to approach the two officers, raised his gun and fired at point-blank range, hitting Branham in the abdomen, Courier-Journal reports state.

Acting quickly, Stephenson shot Jackson, who fled, but was later tracked down by other officers using the trail of dripped blood marking his path.

But Branham, lying helpless and crumpled on the ground, was placed in Stephenson's car and rushed to the hospital. That one bullet had caused significant damage

to Branham's body. In surgery, his spleen was removed and his colon was repaired. That night he was reported in critical condition.

Branham would spend eight long months in the hospital, undergoing eight additional surgeries, Burnett said, before he was medically forced to retire from the Louisville Police Department and the job he loved.

But he survived.

"He was a person with a great deal of integrity," Burnett said. "He was very highly regarded by his coworkers and others in the public. Even people he'd sent to prison

came to see him in the hospital and offered to take care of the guy who shot him."

Though Branham greatly missed serving as a police officer, he continued to live a

full life, considering himself extremely lucky to have done the work he truly loved, Burnett said. He went on to serve as chief of detectives for the Commonwealth's Attorney's Office in Louisville. He continued to be an active mem-

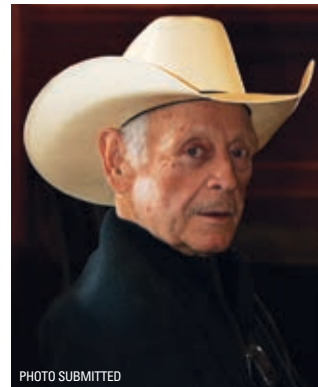


PHOTO SUBMITTED

ber of the Fraternal Order of Police and served for many years as a board member of the Policemen's Retirement Board.

Branham was happily married to Paulette Branham, for more than 30 years until her sudden passing in 2008.

He also worked as a private detective for several years — leading him to his relationship with, and marriage to, Burnett.

"I had hired an agency to follow up on some tenants who rented from me," she recalled. "He (Branham) came to my office and I thought, 'What a handsome man.' We just hit it off. He had beautiful sparkling blue eyes and a silver head of hair."

"He loved to fish, he was a big UK fan, a great cook — he loved country cooking, having grown up in eastern Kentucky," Burnett continued. "He was happy to live life."

But he continued to have complications from his gunshot wound over the years, she said. He had several more surgeries and actually became good friends with Dr. Hiram Polk, who had saved his life by completing his many surgeries.

By 2013, 41 years after his life-altering shooting, the multiple surgeries began to

take a toll on the site of the wound. Layers and layers of scar tissue had formed around the wound.

"He didn't complain a lot," Burnett said. "He did say that after the first eight surgeries, he felt his heart was no longer in the best shape."

But in May 2013 he began to suffer from severe abdominal pain and Burnett took him to the hospital, where he was thought to have a small bowel obstruction.

"But when the doctor got in there to remove the bowel obstruction, she said it was a total mess," Burnette said. "She called it a war zone in there from the scar tissue."

A few days after this surgery, Branham developed peritonitis, an inflammation of the tissue that lines the inner wall of the abdomen and covers and supports most of your abdominal organs. Peritonitis is usually caused by infection from bacteria or fungi. Left untreated, peritonitis can rapidly spread into the blood (sepsis) and to other organs, resulting in multiple organ failure and death.

Branham was taken in once again for surgery, and this would be the 76 year old's last.

Branham passed away during surgery on May 14, 2013, from complications caused by the scar tissue from the multiple surgeries to repair his body from the gunshot wound four decades prior.

"An officer Bob had served with brought his death and story to the attention of the Supporting Heroes Foundation," Barnett said.

At the time of his death, Branham and Barnett were living in Oregon, but were planning to return to Kentucky. He was buried in the Louisville area.

"If you think about it, the fact remains he wouldn't [have] been on that operating table if he hadn't been shot in the line duty," said Eric Johnson, Supporting Heroes director.



PHOTOS BY ABBIE DARST

National regulations define a line-of-duty death as "the immediate death of the police officer from an act in the line of duty that resulted in death, as well as a traumatic injury wound, condition of the body or disease resulting therefrom or medical attention therefore that directly causes the death of the officer."

Branham was added the National Law Enforcement Memorial monument in mid-May, and was added to Kentucky's Law Enforcement Memorial monument on May 21 during a solemn ceremony honoring Kentucky fallen officers.

Burnett, through tears — both happy for the life he lived and sad for her grief in missing her late husband — received a flag to memorialize his life and the sacrifice he made serving his community doing a job he always wanted to do.

Abbie Darst can be reached at abbie.darst@ky.gov or (859) 622-6453.



PHOTO BY ELIZABETH THOMAS

► Branham's widow, Mary Carroll Burnett, received a flag in honor of her husband during the annual memorial ceremony on May 21, 2015. Burnett said Branham loved serving as an officer so much 'he would have worked for free.'



COUNTERTERRORISM AT THE LOCAL LEVEL

Responding to a Terroristic Threat: A KENTUCKY UNIVERSITY CASE STUDY

KELLY FOREMAN | PROGRAM COORDINATOR

BRINGING GUN TO HERE 2-11-15 DEAD STUDENTS

When you are the law enforcement for a state university, finding the terroristic threat above inscribed on a bathroom stall door in a classroom building serving thousands of students, faculty and staff, necessitates that quick action must be taken. How do you prepare for a potential active shooter? How do you organize your response?

How do you keep people safe?

Eastern Kentucky University recently experienced just that. Authorities were notified of the above threat on a Monday night in early February, said Bryan Makinen, acting executive director of Public Safety and the director of Environmental Health and Safety/Risk Management and Insurance at ECU.

"That immediately prompted us to initiate our protocols," Makinen said.

Those protocols began with issuing a timely warning to the entire university community that a terroristic threat had been made on campus. Immediately following, Makinen said the university began working together with Madison County's local emergency response stakeholders.

"We had so many people who came to the table to help us manage this situation,"

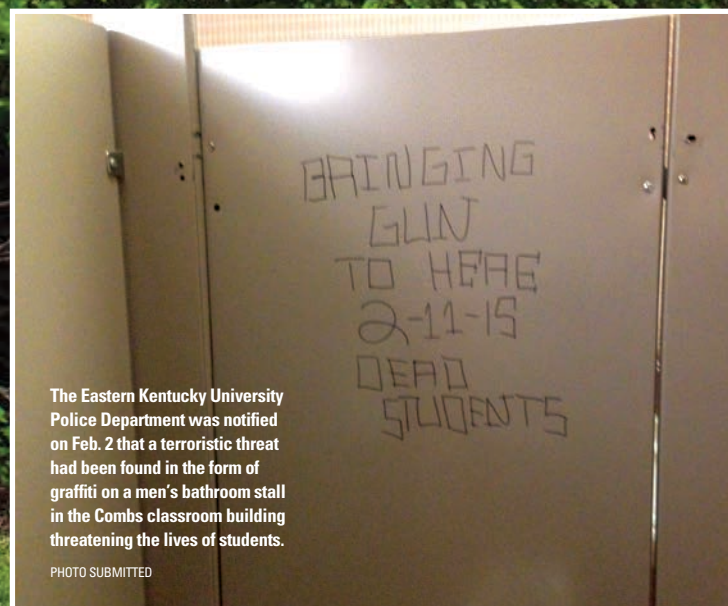
Makinen said. "It was beyond our resources fairly quickly."

Eastern Kentucky University Police Department is a fully-accredited and certified police agency responsible for the campus community. The agency employs approximately 25 sworn police officers. It is a branch under the university's Public Safety Division, which also includes an emergency manager and others trained to respond to critical incidents.

However, a quick review of the number of people scheduled to be on campus on Feb. 11 led Makinen, ECU Police Chief Brian Mullins and ECU Emergency Manager Gary Folckemer to call in all available resources.

"We had a men's basketball game scheduled for 9 o'clock that night and the capacity for Alumni Coliseum is about 6,500 people," Folckemer said. "We have 14 residence halls with 4,300 students who live on campus. Alton Brown was scheduled at the ECU Center for the Arts at 7:30 p.m. That's a 2,000 seat theater that was at capacity. There were various staff and faculty members on campus — we have about 3,000 employees."

The school's conferencing and events staff expected at least another 1,000 people on campus that day for a variety of programs. ECU also houses the Model Laboratory School, a K-12 private school >>



The Eastern Kentucky University Police Department was notified on Feb. 2 that a terroristic threat had been found in the form of graffiti on a men's bathroom stall in the Combs classroom building threatening the lives of students.

PHOTO SUBMITTED

>> with about 800 students and staff as well as a small child development center with about 50 more. And that doesn't include commuting students.

All in all, the potential for nearly 20,000 people on the 675 acre campus in one day meant all hands were needed on deck. Three local police and sheriff's agencies as well as the Kentucky State Police — of which post 7 is situated on the university campus — joined EKU's police force. Emergency personnel from the local EMS, fire departments, 911 centers, emergency management, the local hospital and Joint Terrorism Task Force all were brought in.

"That led to a collaborative meeting prior to Feb. 11," Makinen said. "We all got

together in one room, met and hashed out a plan for what to do."

Makinen emphasized that relationships established prior to this threat were critically important to the university's response.

"The response was built on intelligence meetings we have had for years," he said. "Everyone stopped what they were doing and gave us everything they could possibly muster. I can't emphasize that enough. Relationships, relationships, relationships."

Chief Mullins agreed.

"We had a room full of detectives from multiple agencies working every day, tracking down every lead," Mullins >>



PHOTO BY JIM ROBERTSON

▲ Bryan Makinen serves EKU as the acting executive director of Public Safety and the director of Environmental Health and Safety/Risk Management and Insurance. Makinen emphasized the importance of relationships in response to a terroristic threat.



PHOTO BY JIM ROBERTSON

▲ Gary Folckemer is the emergency manager for Eastern Kentucky University. Folckemer has a background in law enforcement and worked to develop emergency plans for EKU related to school shootings following the Virginia Tech shootings in 2007.

Counterterrorism is defined as the practices, tactics, techniques and strategies that governments, police departments, militaries and corporations adopt in response to terroristic threats and/or acts, both real and implied.



Training to respond to a threat — whether real or implied — is an important part of being prepared to meet a threat. Local law enforcement officers staged an active-shooter incident as a training exercise in a Madison County school in this file photo.

PHOTO BY ELIZABETH THOMAS



The author of the terroristic threat at Eastern Kentucky University never could be identified, but EKU Police Chief Brian Mullins said the university had to respond to the threat as if it were real and imminent. Training, relationship building and planning are essential to any community's preparations for a possible terroristic threat that could impact hundreds or thousands of lives.

PHOTO BY ELIZABETH THOMAS

>> elaborated. “No information was being guarded. Everything was being shared.”

DAILY COMMUNICATION

A central part of the response plan was maintaining *daily* communication with the campus community — and their families, Mullins said.

“I think the daily updates were good because we were getting a lot of phone calls,” he said. “People just wanted some information. One thing I think we did wrong is using the words terroristic threatening. We used the legal definition, but we had parents calling thinking we were under a terrorist attack. It was a terroristic threat, but that is something we learned going forward.”

The university used Rave Mobile Safety as their primary notification system, Folckemer said.

“We picked up a lot of new subscribers because this threat piqued everybody’s interest,” he said. “It pushed people out of ambivalence toward saying, ‘Yeah, I want to be connected and know what’s going on.’”

Mass notifications are something that should be included in any community’s emergency plan, Makinen said. Having that system in place means there is no delay of the release of information. Folckemer also argued that the daily updates

it was received, Makinen said. A handful of naysayers complained that too much information was given and alarmed the public. However, Makinen said he did not regret the depth of information provided.

“I would much rather be on the side of over informing than under,” he said. “That was the stance the university took — to allow people to make educated decisions about their safety.”

INTERAGENCY COMMUNICATIONS

Once the university responders had determined how and when to communicate with the public, they had to determine how to communicate with each other across the span of campus.

“Interagency operability communications is of key importance,” Makinen said. “That week prior to the day [listed on the threat] and the week following, we had multiple officers coming in from multiple agencies, some of them who it was unfamiliar ground. In Madison County, we are fortunate enough to have a radio system that is structured so that everybody in Madison County has the ability to communicate through a common set of channels. Especially that night, every police agency in this area was present and able to communicate.”

Planning to have a system available in your community ahead of time is of



▲ EKV Police Chief Brian Mullins has served 18 years of his law enforcement career in Madison County — most of that time at EKV. He was named chief nearly three years ago. Mullins noted the importance of using the emergency manager in this threat response. This response model made Mullins able to focus on investigating the threat and identifying a suspect while Folckemer and Makinen could work to establish the safety of the community.

PHOTO BY JIM ROBERTSON

great benefit to the university public safety community.

“When we have the next — whatever it is — these relationships have now been built, the precedent has now been set and I am 100 percent convinced we will be better tomorrow because of it.

Chief Mullins agreed.

“Since nothing happened, it is absolutely the best training you could have,” he said.

The person who wrote the message on the bathroom stall never was found. There were no witnesses and no one stepped forward with information that could lead to an arrest.

“I’ll take it though,” Mullins said. “Nobody got hurt, and at the end of the day, that’s what matters.”

Folckemer noted that while it was a tremendous amount of facilitation, this incident was an ideal example of coalition building for the entire university community.

“When something like this happens, it doesn’t happen to the police department,” Makinen elaborated. “It happens to the community. And the community really came together on this. The community has to respond.”

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◀ Rave Mobile Safety is a company devoted to safety and preparedness solutions for educational institutions, communities and more. Visit the website here to learn more about how Rave can help you communicate with your community in times of emergency.

of the mass notification system provided a vehicle for the university to provide resources and advice to the community regarding the specific threat.

“That was a really important piece of it,” Folckemer said of the resource provision.

The great majority of people appreciated the information distribution as

the utmost importance. The possibility of cell phones not working or radios not communicating could literally cost lives. Planning for these types of issues had happened long before the February threat, Makinen said. But having the opportunity to experience all the necessary measures to counter a terroristic threat such as this one without the loss of life was of



During a Rapid Deployment Training course offered by the Department of Criminal Justice Training, students underwent realistic, scenario-style training, responding to an active-shooter threat. This training provides a solid foundation for officers who will face a real threat in their own communities. Eastern Kentucky University Police Chief Brian Mullins said the majority of his officers have benefitted from this training.

PHOTO BY JIM ROBERTSON

LEN INCIDENT PREPARATION, RESPONSE AND MITIGATION

FOR THE ‘WHAT IFS’ IN POLICING

Law Enforcement Incident Preparation, Response and Mitigation

This course is designed to develop officers’ understanding of law enforcement incident dynamics with potential elevated risks involved, and to enhance their ability to effectively prepare for, respond to and manage these encounters.

There are seven more course offerings in 2015 in areas throughout the state.

- **Northern Ky** – Aug. 25 to 28
- **Richmond** – Sept. 15 to 18
- **Richmond** – Oct. 6 to 9
- **Richmond** – Oct. 20 to 23
- **Louisville** – Oct. 27 to 30
- **Ashland** – Nov. 10 to 13
- **Louisville** – Dec. 8 to 11

“I didn’t want to create a class that was a waste of time, but wanted something that had a true impact on the safety of officers,” said DOCJT Instructor Bill Sullivan.

To ensure the direct applicability of a new class, Sullivan enlisted the input of students in the Rapid Deployment Coordinators class — what did they think was needed and what would they be interested in seeing in a class, he asked?

Numerous discussions between instructors and in-service students created the concept of the Law Enforcement Incident Preparation, Response and Mitigation course, newly rolled out in the Department of Criminal Justice Training’s 2015 training schedule.

This 40-hour blended-learning course is uniquely made up of five focus areas — hostage situations, barricaded subjects, high-risk warrant service, civilian response to active shooter incidents and officer self-medical concepts.

“It’s a mix of areas we felt were officer safety and civilian safety, and were good,

hot-topic areas in law enforcement today,” Sullivan said.

Two weeks prior to the class, students are sent a packet of information and articles about each of the areas to be covered in class. Students are expected to read the pre-course material as the first eight hours of the class, and come to class on Tuesday morning with a report about the information and ready to jump right in to class discussion, Sullivan said.

“It gives them a good background on the material and gets them thinking about consequences and considerations they would have to have on how to do things better,” he said.

“We discuss each section of material throughout the week as we hit each block,” continued DOCJT Instructor Paul Root. “We interweave it all, and I think it has worked out pretty well.”

Though the Law Enforcement Incident Preparation, Response and Mitigation course is considered a basic course and does not involve hands-on tactics, Sullivan and Root say the class is saturated with a mass of information officers can use the minute they walk out of class.

WARRANT SERVICE

High-risk warrant service is not new territory for many law enforcement officers, Sullivan said, however, knowing how to properly prepare to execute high-risk warrants is less common.

“We want to expose them to the inherent dangers, all the things they have to consider and the preparation they need to do before a warrant service,” Sullivan said. “A lot of it starts with gathering intelligence on the individual, the neighborhood and his or her associates.

“We also want to educate them on whether they have the skill set and equipment to do

[the warrant service] successfully,” Sullivan continued. “They need to identify how dangerous the individuals are using a threat matrix and decide, ‘Can I do it or do I need someone else’s help?’”

BARRICADED SUBJECTS AND HOSTAGES

Similarly, in barricade and hostage situations, officers need to determine whether they can handle the situation, Sullivan said. Officers are taught three Cs in these situations — contain, control and communicate, and sometimes a fourth C, call SWAT, Sullivan said.

“They don’t think about contingency planning,” Sullivan said. “There is more than contain, control, communicate and call SWAT ... you have to be prepared and have officers in place who understand their duties for every contingency that this suspect may have, down to coming out and surrendering. You don’t need to wing it. You want designated people performing certain functions.

“These situations are much more complex and detailed than what you think,” he added. “It’s critical for [officers] to think about all the different aspects of the dangers involved and ways to effectively address them and all their suspect’s potential options. There are so many things involved.”

At the end of these blocks of instruction, the class is given scenarios and students spend time discussing what they would do in each scenario. These discussions, along with open discussion throughout the course, also is one of the strengths of the class, Sullivan and Root said.

“The beauty of having discussion and not just lecture is students have a significant role in educating each other,” Sullivan said. “With having a good mix of individuals and experience levels, they have different ideas and perspectives they can relate to the class.”

“The beauty of having discussion and not just lecture is students have a significant role in educating each other.”

Moreover, Sullivan’s 11 years of experience with the Kentucky State Police Special Response Team brings a depth of background knowledge to the class that is unequivocal in helping these officers realize and understand all the planning and preparation essential to working these incidents, Root said.

“He lived and breathed this every day,” Root said. “You can’t beat that for experience.”

OFFICER SELF-MEDICAL

Sullivan and Root agreed that the officers’ favorite part of the class so far has been the block on officer self medical. In this section they discuss how officers can save themselves or another officer from critical injuries, such as gunshot wounds, with the use of tourniquets and compression.

KSP SRT team members Brad Austin, Chris Burton and Clint Collins put together this eight-hour block. This portion of the class may have the most direct impact on saving officers’ lives, Sullivan said.

“Officers may be in a situation where they are still in danger but people cannot reach them,” he explained. “If the officer has an arterial bleed, he or she may have only a few minutes.”

Having a tourniquet on their person and being trained how to use it in those situations can literally be the difference between life and death, he said. Likewise, officers can use the same tools and training to save someone in a traffic accident with a critical injury, such as a severed arm.

“I’m a big believer in officer self medical because of protecting the officer, but also a victim,” Sullivan said. “The officer may beat the ambulance to a scene, especially in rural areas. If officers can apply a tourniquet and keep the individual from dying, that is a wonderful side benefit.”

CIVILIAN RESPONSE TO ACTIVE SHOOTERS

With active-shooter situations being such a big topic, this course provides a block of instruction that serves as a train-the-trainer unit, preparing officers to go into their communities and teach community members how to respond in an active-shooter situation. This block is based off the Advanced Law Enforcement Rapid Response Training, or ALERRT, federal program developed by Texas State University-San Marcos.

The Civilian Response to Active Shooter Events course, designed and built on the avoid, deny, defend strategy developed by ALERRT in 2004, provides strategies, guidance and a proven plan for surviving an active-shooter event. Topics include the history and prevalence of active-shooter events, the role of professional guardians, civilian response options, medical issues and drills. Students receive a Power Point presentation suitable for use in their presentations, Sullivan said.

The compilation of small blocks of instruction on varied topics keeps this course fresh each day, while inundating students with vital information, planning strategies and greater understanding of these topics. In addition, shortening the number of in-classroom days by preloading the class with articles and information helps drive the discussion and understanding at a jumpstarted pace.

“In a nutshell, we are trying to come up with tactical considerations for officers to improve their chance of coming home at the end of the shift,” Sullivan said. 🍷

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DENIAL:

The First Enemy

ABBIE DARST | PROGRAM COORDINATOR

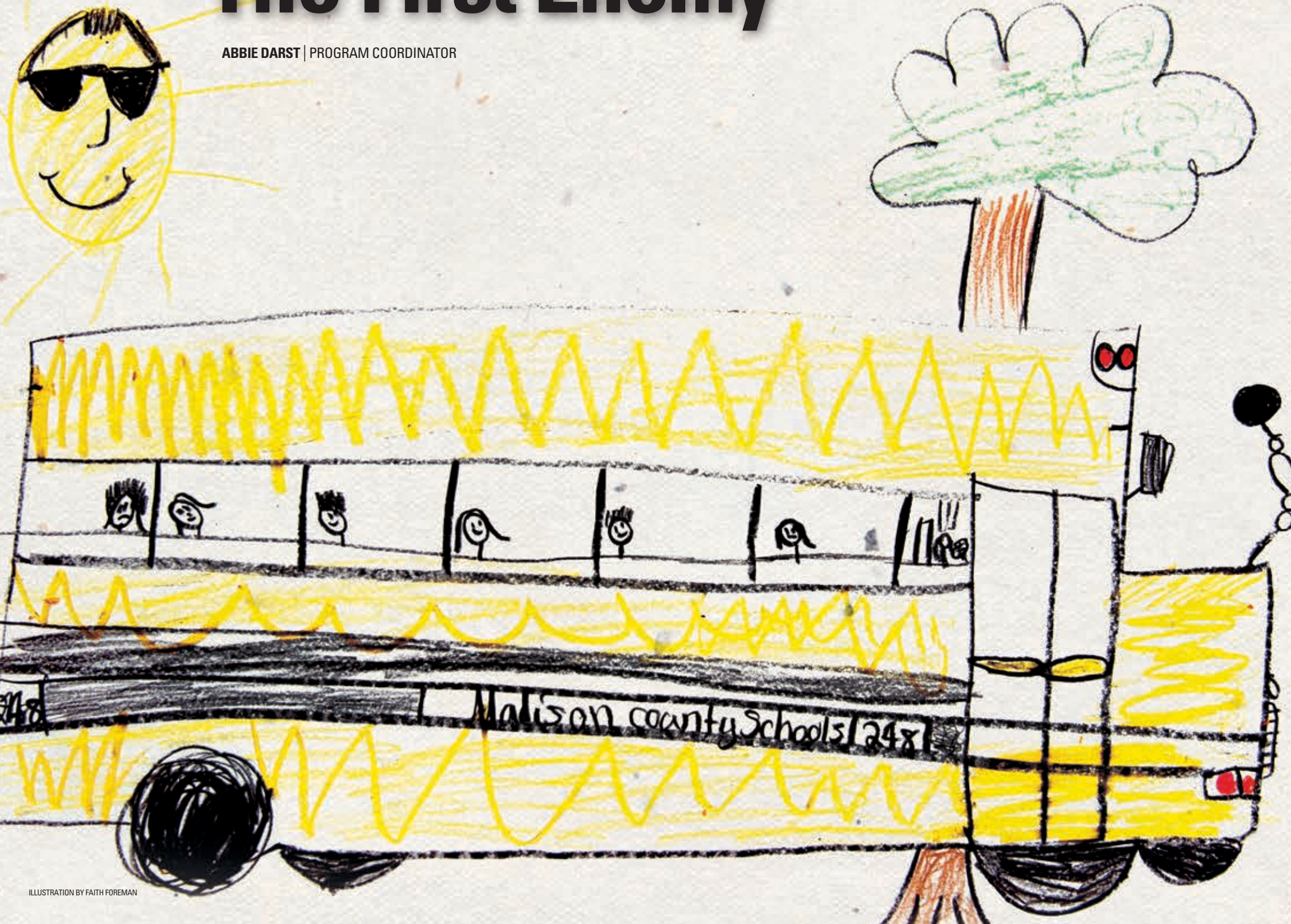


ILLUSTRATION BY FAITH FOREMAN

Every year, thousands of Kentucky school children, teachers and staff practice several fire drills — they line up calmly, file out systematically, head to the back of the school yard and wait to be counted, verifying everyone made it out ‘safely.’

But in the past 50 years, how many kids have been killed in a school fire in a North American school? Zero — not a single one.

Unfortunately, a greater threat has killed dozens of students in America, and yet in most places, never once have teachers and staff been trained; never once have drills been run to prevent the tragedy of school violence.

Yet, so many instances of school violence and active shooters — even in work places — have rocked the nation.

And the commonwealth is not immune. Jan. 18, 1993, Gary Scott Pennington pulled a revolver from his jacket and shot and killed his teacher and a janitor at East Carter High School, before holding his classmates hostage. Dec. 1, 1997, Michael Carneal opened fire on a prayer group at Heath High School, in Paducah killing three. June 25, 2008 at Atlantis Plastics in Henderson, Wesley Neal Higdon shot and killed five of his coworkers and critically injured a sixth person before taking his own life.

The Kentucky State Police have taken an active role in preparing for future incidents like these in schools across the commonwealth. Beginning in 2012, Capt. James Stephens, Post 14 and Trooper Brent White, Post 1 proposed a plan to Commissioner Rodney Brewer to train every school in Kentucky on how to handle active-shooter situations. They put together a four-hour block of instruction that could be taught to teachers and staff at high schools, middle schools and elementary schools in every county.

“Two of the most well-known school shootings have been in Kentucky,” said Trooper Toby Coyle, the critical-incident training coordinator for Post 7 in Richmond. “We want to make the kids, teachers, staff and everyone involved feel safe so they can teach the kids and have confidence. And if, God forbid, something happens, we want them to be more prepared than if they had no training.”

THERE ARE OPTIONS

“At most every school across the state and in America, the only defense they have against active shooters is lock down, lock down, lock down,” Coyle said. “Many school systems have it as policy that [lock down] is all the faculty is supposed to do. But after our training, schools get with their board of education and refine their policies. We teach them that they have different options. They don’t just have to be a victim.”

The Department of Homeland Security created a video called “Run, Hide, Fight,” which KSP uses during its Level 4 training, immediately before the active-shooter scenario training begins.

As its name suggests, the DHS training video demonstrates the three main options someone has when they find themselves in an active-shooter incident. Instead of allowing themselves to simply be victims, they can run from the situation, finding a way out of the building and escaping danger. If their location or situation doesn’t allow them to run from the building, they can hide, taking measures to secure themselves into a room, blocked by bulky furniture or equipment that can act as a barrier. Individuals also can choose to fight back against the assailant.

“We’ve learned when an active shooter plans his attack, if something throws a monkey wrench in his plan, it throws him off,” Coyle said. “They choose to go >>

>> into schools because it's a target-rich environment. They expect them to go into lockdown and lay down and cry."

Coyle said he wants teachers and staff members to understand that if they do something — if they choose to fight in some way — just doing something different than what the assailant expects may change the direction of the entire situation. In Marysville, Wash., last October, first-year teacher, Megan Silberberger, tried to apprehend Jaylen Fryberg as he attempted to reload his weapon, after having shot multiple students in the cafeteria.

"He wasn't prepared for a petite social studies teacher to fight back," Coyle said.

FEAR AND OPPOSITION

Though this training teaches school staff important life-saving tactics and information, the Level 4 training also can be extremely scary, stressful and difficult for them to undergo, Coyle said. Many teachers are extremely nervous and show signs of distress because the training is intended

Coyle said. "We know [teachers] are not trained military or police and are very nervous, have a lot of anxiety and sometimes mess up the first few scenarios.

"But it is a confidence-building program," Coyle continued. "Everyone survives, no matter how bad they do, because we want them to get in the mindset that they can survive an incident."

Though teachers and staff may be terrified before and during the training, about 95 percent of the after-training critiques are extremely positive, Coyle said.

Silver Creek Elementary School Principal Angie Barnes agreed, saying that all her teachers expressed it was the best training they've ever completed.

"It wasn't something they had fun doing," she said, "but it was by far the best. It should be mandatory that every school does it."

Barnes first went through the training as an assistant principal at Madison Central High School, where she was in charge of campus safety issues. Once she came to

someone trying to harm you from the outside. There are so many things I think of all the time that the teachers at this level never think of."

At Madison Central High School, Barnes was told about the available training by the school's resource officer, Whitney Maupin, with the Richmond Police Department. Because the school is large with 175 faculty and staff members, facilitating the training for one day was a little complicated, Barnes recalled. >>

KSP's preparation is offered at four levels, depending with what each school is most comfortable.

LEVEL 1 training allows troopers to come into the school and do a walk through, pointing out safety issues and concerns and making suggestions on how to make the school safer against an active shooter attack.

LEVEL 2 training goes one step further, walking the school administration and staff through a lock down drill.

LEVEL 3 training is similar to Level 2, but the lock down drill is unplanned and the teachers are not told in advance that it is going to take place.

LEVEL 4 training incorporates a full-blown active shooter scenario, where the faculty and staff are confronted with an active-shooter assailant dressed in red-man gear.

Each level of training includes the inspection and school walk through of Level 1.

“Though teachers and staff may be terrified before and during the training, about 95 percent of the after-training critiques are extremely positive.”

to be stressful and as realistic as possible. The use of smoke, fire alarms, live rounds with an AR 15 rifle and engagement of an assailant in a red-man outfit add to the realism and stress, Coyle said.

"The military and us, as law enforcement, are trained in stressful environments because you react as you are trained,"

the elementary school, she facilitated the training a second time.

"That was a real eye opener for me watching the training at an elementary level," Barnes said. "At the high-school level I think of [the threat] coming from within the building — a student or staff member. At this level you think of



>> But getting to see how the staff reacted to each situation was worth the effort, she said.

“Teachers were surprised at their own reactions,” Barnes said. “Their hearts were beating so hard they lost fine motor skills. It became hard to think and react quickly in situations. Some were quick to react while others said, ‘I just sat there, I couldn’t do anything. I saw it happening and knew

what was going on, but I couldn’t do anything.’

“The people I thought would be on it and really good actually shut down,” Barnes continued. “And the ones I thought would fall apart and be unable to do anything were the ones taking people down. It was good for me to see and for the others to get a sense of what they should think

about if something ever did happen, so they wouldn’t be shocked.”

Owsley County High School Principal Charlie Davidson said his school staff had a similar experience.

“When we went into the action part, we didn’t know what to expect, but they did a good job telling us what we should do and explained why,” Davidson said.

MAKING CHANGES

Barnes said she also learned a lot about the building and the challenges that might arise in a real-time response situation. For example, both at the high school and the elementary school, because of the setup of the campuses, it was surprising that people in one part of the building could not hear a gunshot in another part of the building, she said.

“People think if there’s a gunshot, they’d hear it and know what was going on, but the fact is that it could be going on in one hallway and no one would have any idea in another hallway,” Barnes said. “A gunshot is really loud, but when we had teachers staged in different parts of the building, they could never hear it.”

Also, thinking about the experience of substitute teachers in the school who have not been trained and aren’t as familiar with their surroundings, and taking note of the disorientation of some of the staff during the scenarios, Barnes created 911 scripts for every classroom at Madison Central High School. Beside

innocent students and firing shots or taking hostages.

Since the creation of this critical-incident training, KSP troopers have trained more than 12,000 school staff members in the counties and schools across the state, and there still are many schools left to train, Coyle said.

“Our main focus is to get through to the teachers that we are not the first responders in these situations — they are,” Coyle stressed. “Because most incidents are over in 10 minutes, even if the school is in the city limits, response time is still going to be six to eight minutes, and because most active shooters are cowards, when law

“Our main focus is to get through to the teachers that we are not the first responders in these situations — they are.”

each classroom phone is a very detailed script about where in the building they are located and which entrance they are to come into the school to reach them. In addition, all classroom numbers were posted inside the classroom as well, so those in the classroom didn’t have to guess at the room number to tell 911 over the phone or open a door to see the number and risk the safety of the teacher and students, Barnes said.

At Owsley County High School, Davidson said the school began enforcing the locked door policy throughout the school, so that during the school day, all classroom doors are locked, preventing someone from simply walking into a group of

enforcement shows up, they usually take their own life. The teachers are actually the first responders inside the school.”

Preparing school teachers and staff for the reality of the situation will allow them to keep the children and themselves safe and alive — and that’s the whole goal, Coyle said.

“Troopers have kids in these schools too,” he said. “We take what we do to heart because we want the teachers to protect our kids. We take this very seriously, and I think it’s one of the best things KSP has done.”

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PHOTO BY JIM ROBERTSON

University of Louisville Police Major David James

KELLY FOREMAN | PROGRAM COORDINATOR

David James just can't get enough of public service. After serving the Louisville Metro Police Department for 20 years, James retired and joined the Kentucky Attorney General's Office as the commissioner of investigations, where he served for four years. But after traveling the state, James decided it was time to come back to where his law enforcement career began — the University of Louisville. James, 53, serves a population of more than 28,000 with the UofL Police Department as its operations major by day. But at night, you'll find him in the council chambers of the Louisville Metro Council building serving District 6 — which includes both the nation's largest Victorian neighborhood and America's 14th poorest neighborhood. Husband to Michelle and dad to Jessica and Jordan, James said while his retirement gig may be hectic some days, it's still a lot of fun.

I balance it all with my electronic office

(he said, as he held up his smart phone). It makes for long days sometimes. I get to work at UofL sometimes at 8 a.m. and then, every other Thursday when we have council day, I don't finish my last meetings with the council until 10 p.m. sometimes. Other days I will run out for lunch and have a council meeting and have to run back to work. It all balances out in the end. I am blessed to have a wife who tolerates me talking to Mr. Jones at 11:00 at night about his street lights being out.

I went to UofL as a much younger person, so I've always been a big, UofL-is-number-one kind of guy. Even when I worked at Metro — I worked narcotics for 15 years — so often I would come here to do undercover work for the university. I started out when I was a student on "cardinal patrol," (now they call it the cadet program) writing parking tickets, escorting students or sitting at the law library. So I was very familiar with the UofL police department even back then. I stayed in contact with the officers there and they were all friends of mine the entire time I was with Metro and at the AG's office. When I retired, it was just natural to go back where I started.

I have been a councilman five years. This is my sixth year. A long time ago when I worked for Metro, I was heavily involved in

“When someone calls and says, ‘I live at such-and-such place and there’s this sidewalk here at this intersection, you’ve probably never seen it before ...’ I can say, ‘Oh yeah, I’ve chased somebody down that sidewalk before.’”

the Fraternal Order of Police and eventually became president. As a member, sitting on different committees, I had lots of interactions with different politicians. Oftentimes I was not impressed with those interactions and thought, "Why aren't we doing more to deal with the drug-abuse issue? The violence issue? Why are we scared to talk about it?"

I think it helps that I'm not a person who has worked at some private business my entire life. Most of my life I have worked for the city of Louisville, so I am intimately aware of the ups, downs and inter-workings of Metro government — all the successes and failures.

Having been a police officer, I have ridden all over the city, to a lot of its' alleys and underbellies. When someone calls and says, "I live at such-and-such place and there's this sidewalk here at this intersection, you've probably never seen it before ..." I can say, "Oh yeah, I've chased somebody down that sidewalk before."

I'm a big cheerleader for the police. But also, if they do something wrong, I'm a big "What the hell were you thinking" guy.

Right now, we are pushing a needle exchange program because of the heroin epidemic we are going through. I have been a strong advocate of that. You have to admit you have a problem to deal with the problem. Cities don't often like to admit there's a problem and that makes it very difficult to deal with it. We have recently engaged with a private contractor to study the police department and determine whether we have enough police officers or not, whether there are enough in plain clothes and if they are all spread out through the neighborhoods correctly.

I recently put forth some legislation here that had to do with pawn shops and electronic reporting. Anyone who goes to a pawn shop to pawn something now has to electronically register it through a program called Leads

Online. All officers can look at it electronically and see if Mrs. Jones' ring was pawned. When doing it by hand there was a card you had to fill out and someone had to go look at the cards every now and then, and by that time, it's already gone.

Yes, I would recommend serving as a city councilman to other officers. It just continues on with your public service, but allows you to do it with a different hat and look at issues from a different angle.

At the end of each day, I'd like to say 'I hope I helped somebody today.' I hope my office helped make somebody's life a little better today in dealing with whatever they had to deal with.' Dealing with Metro government in all of its 6,000 employees can be a big maze to work through, and I want to make that easier for people.

When I joined the police department, they asked me why I wanted to be a police officer. At the time, there were about 3,500 people applying for the job. I thought, "I have to say something different. I need them to remember me." So I said something similar to what I said about helping people and then said, "another upside would be maybe I won't get as many speeding tickets." Apparently it worked.

University policing is a little bit different. You are working with a goal in mind of helping these students become successful. The students' number one goal is to get an education and make their parents happy. Sometimes they do something stupid or drink too much, but they're learning. They're still growing up. We are trying to make sure they stay safe and that we can find a way to make them still be successful and not have their interaction with the criminal justice system be something that is going to last them their entire lives.

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KENTUCKY'S

good

apples

bad

apples

Have you ever taken the time to look at a bushel of apples? Maybe you've walked up to a section of apples at the grocery store or farmer's market. They may all initially seem exactly the same, but as you begin choosing the apples you want, the minute differences, the slight variations, the gradual color transitions catch your eye — making you choose more carefully what fits your personal tastes.

What does this have to do with law enforcement? Well maybe more than you think.

At first glance, officers in any given department seem the same — same uniform, same weapons, same cruiser, same training — as uniform as a bushel of apples from a distance. But we all know that officers are far from identical. Each has his own way of approaching a shift, her own passions for the job, his own stories and challenges and experiences.

A deeper look at the makeup of the department reveals the 'apples' for what they are: shiny, new and excited for each task at hand or shrunk, shriveled and rotting from the inside out — and everything in between. Each department has those average apples who work hard, do their job and stay in tune with the community — the function of the agency depends on these apples.

The following are short glimpses into the careers and stories of some of Kentucky's good apples — officers who exude excellence, compassion and decency even when no one is watching. There are hundreds of amazing officers in every city and holler across the state. For every story — big or little — captured here, there are dozens more that may never be recognized.

And they probably prefer it that way.

ABBIE DARST | PROGRAM COORDINATOR

PHOTOS BY **JIM ROBERTSON**

PHOTO ILLUSTRATIONS BY **TRANG BASEHEART**





PHOTO BY JIM ROBERTSON

'Let's Do This Together'



LOUISVILLE METRO POLICE DEPARTMENT **LT. AUBREY GREGORY**

ABBIE DARST | PROGRAM COORDINATOR

"I'm not quittin'," Asia Ford called out, short of breath but determined to finish the 6.2 mile race she started 4 miles back.

On this beautiful March morning, Asia joined 11,000 competitors in the Louisville Rodes City 10K run, the culmination of a long journey to regain health and vitality for herself and her family. But after a bout of pneumonia, her breathing became labored and she and her son, TJ, drifted to the back of the steady stream of participants.

That's where Lt. Aubrey Gregory first noticed Asia, her son and her determination.

As the lieutenant in charge of Louisville Metro Police Department's Special Operations Division, Gregory chooses to place himself at the back of many road races.

"Once a race starts, it's impossible to get around it," Gregory said. "You pick a spot and stay there, so I always get at the back. That way I can reduce our footprint in the community, letting traffic flow again at each check point as the last participant passes, and if someone is going to have a physical emergency, nine times out of 10 it's going to be in the back.

"I want to make sure I'm back there with the ambulance and make sure they are OK," he continued.

Gregory and his partner, Lt. Donnie George, followed behind racers in their cruiser, when Asia suddenly stopped around mile marker 4. Gregory jumped out of the car, thinking she was experiencing a severe asthma attack or possible cardiac arrest, he said. As paramedics reached her, she violently shook her head, stood upright and took off again.

"She ain't quittin'" one paramedic said to Gregory as they jumped back into their vehicles.

Nearly one mile later, turning west onto Broadway, Asia again slowed considerably.

"I thought, 'Oh no, she's not going to make it,'" Gregory recalled. "I told Donnie to stop — I had to get out. I didn't know what I was going to do, except I knew she needed help and I was going to help her."

Before he could say the first word, Asia reached out and grabbed his hand.

"It was like electricity shot up my arm," Gregory said. "I said, 'Are we going to quit?' She said, 'No! We're not.' And I said, 'Great, let's do this together.'"

And they did.

Gregory walked arm in arm with Asia for more than a mile. The two talked and talked, Gregory said. She talked about her son TJ and what

she wanted out of her son's life and to be there for her kids. She told him about her personal struggles with weight and medical issues, about her husband's weight and health battles. Gregory shared about his mom and her lifelong weight and diabetes struggles as well. They got to know each other and found common ground on shared life experiences, Gregory said.

"As we were talking, the only thing I could think of was I have to keep her mind off what she's doing, give her support by holding her hand and arm and keep her talking to take her mind off where she is and the pain she's in so we can see her through," Gregory said.

"And the next thing I knew we were approaching the finish line," he continued. "You could hear the crowd yelling and cheering for her, and I could see her face start to light up."

Right before reaching the finish line, Gregory let Asia go, wanting her to finish on her own. She stepped over the finish line holding her son's hand and raising her arms in exhaustion, triumph and pride.

"It was electric," Gregory said about that moment. "Your heart starts to fill up and you get that energy inside of you that radiates, and you get all the tingles and goose bumps. I got to cheer for her and be a part of that and her accomplishments.

"It's a moment I'll never forget," he said with a smile.

After hugging her friends and family waiting for her at the finish line, Asia turned and embraced Gregory in a huge bear hug. He congratulated her one last time and went back to finish cleaning up and shutting down the race before heading over to work the NCAA tournament taking place across town. He was oblivious to the fact that images of him assisting Asia in the race were spreading like wildfire across social media across the world. By the following morning, there were 1.8 million hits on Louisville Mayor Greg Fischer's posted Twitter images.

"I'm glad that there are still people in the world who want to see the strength and courage of Mrs. Ford and the accomplishments and changes she's been able to make," Gregory said. "And to realize that I got to be a small part of that for a few moments on one Saturday is an awesome feeling."

Following the race, Gregory was asked why he decided to get out of the car in the first place — why help.

"She needed help — how could you not?" Gregory answered. "I didn't know I was going to walk the race with her, literally, until I held her hand. But then I knew that's what she needed help with, and I knew that's what she wanted to do.

"That is all about what being a police officer is — helping people accomplish whatever it is they are trying to accomplish," he continued. "If it means getting to work safely, getting their kids to school safely, protecting their homes or their community. That's what being the police is about — help and service to others."

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Just after 9 p.m. on a cool March night, Officer Darvin Marsillett was driving through his typical coverage area. His shift had afforded no surprises that evening working the highways of Floyd County. But that didn't change a thing about the way Marsillett approached the shift.

"I'm into stuff all the time," Marsillett said. "I've always had the mindset that 'If it's going to happen, it's going to happen to me.'"

Pulled off to the side of U.S. 23, Marsillett saw a SAFE Patrol truck parked by itself. Even at first glance, he knew something about that type of vehicle being parked there was out of the ordinary, he recalled.

"I thought it was very unusual the way he was parked," Marsillett said. "Normally you don't see SAFE Patrol vehicles just sitting somewhere, so it was odd for it to be there.

"I don't know if it was instinct, but something told me to go back over to where it was," he continued.

When Marsillett pulled his cruiser up to the truck, tucked into a shadowy area, his headlights bathed the vehicle in light, allowing him to see the door was open and someone was standing just inside the door — only his legs were visible, Marsillett recalled.

Marsillett hollered to the driver from his vehicle, asking if he was OK. At that

moment, he was able to see Jeff Kelly's face, his expression flooded with fear, panic and helplessness.

Jeff, beginning to lose consciousness, motioned he was choking. His last shallow breath taken many seconds before, had lodged his food seemingly permanently in his throat, and there was absolutely no air able to pass through.

"He was pretty scared," Marsillett said. "He told me later he knew he was dying.

He thought that was it for him, and he was actually going to die."

Without hesitation, Marsillett leapt from his vehicle and ran to catch Jeff's collapsing body. He began performing the Heimlich maneuver on him.

"It took a little bit," Marsillett said. "It wasn't coming at first, and I was almost at the point of throwing him in the cruiser and rushing him to the hospital.

"He could not breathe at all when I pulled in there," he continued. "A few more seconds and he would have passed, I believe. He was passing out when I got to him."

With the nearest hospital being at least six to seven minutes away driving at top speed, Marsillett knew that wouldn't leave him much hope. He had to keep trying.

After several seconds ticked away like an eternity, Marsillett finally dislodged the obstruction allowing Jeff to suck in a breath.

Jeff was born without an esophagus. As a baby, doctors built one for him and they had never changed it. So his unusually small esophagus made him extremely careful when eating. He normally didn't eat while working, but instead at home around other people, just to be safe. But this particular night he had pulled over to eat a late dinner, alone in his truck.

"It took him a few minutes to get his breath back and then he thanked me

numerous times," Marsillett said. "He was sitting in a dark spot with his lights off, and the thought that he was actually going to die scared him pretty bad."

But the very thing that might have kept Jeff from being seen in other circumstances was what alerted Marsillett that something wasn't right and he ought to check it out.

"It was all just kind of weird," Marsillett said. "I've thought about it afterward, but it is just something about being a police officer, you notice stuff and something tells you, 'You need to check on that.'

"It happened so quickly, but I did what I think any other officer out there would do," he continued. "It's just something we do and you don't really think about it."

Though Marsillett knew he had saved Jeff's life, he felt that Jeff's gratitude and sincere thankfulness was all the recognition he needed. Verifying Jeff was OK, he drove off and continued to work the remainder of his shift, never saying anything to anyone about his life-saving encounter.

It was four days later when Marsillett's supervisor called him to ask him about the situation — Jeff, happy to be alive — had told many people about Marsillett's quick actions and felt he deserved to be recognized. 🍏

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'Something Told Me to Go Back'



COMMERCIAL VEHICLE ENFORCEMENT
OFFICER DARVIN MARSILLETT

ABBIE DARST | PROGRAM COORDINATOR

The sun was just beginning to set on a frigid January evening in Allen County. Officers Todd Bransford and Jonathan Knox were patrolling the streets of Scottsville, just like any other night, when they received a dispatch about a man soliciting food and money at a local grocery store. Not an atypical call, both officers responded to the situation. Bransford arrived just as the old gray Dodge van was pulling out of the parking lot — looking like it was on its last leg.

Bransford pulled the dilapidated vehicle over and approached the driver's side window to speak to the occupants about the

call they received. Officer Knox pulled up to Bransford and the gray van and joined Bransford at the vehicle's window. In the driver's seat sat a woman, next to her was Patrick the man who had been asking for food and money, and in the backseat sat two young children.

"He was very polite, but he was upset," Knox recalled. "Not angry, but depressed. He said, 'Sir, I wasn't trying to cause problems and I wasn't begging for money, just asking about any local food banks.'"

Patrick went on to explain how he had just moved to the area from Tennessee to stay with a family friend. How they had run

out of food and the electricity was on the brink of being turned off. How he was just trying to find food for his children.

Something about the tone of the father's voice and the deep concern etched on his face tugged at the corners of Bransford and Knox's minds.

"To me it was a sad, sad deal to look in the back of the minivan and see two little boys and the anxiety on the dad's face of how he's going to feed them," Bransford said. "I believe his main concern was to see his kids were fed above all else."

Then from the backseat, a small voice whispered out from a little boy, not more

than 5 years old — 'Daddy are we going to get to eat?'

"In that instant my heart just broke," Knox said. "I knew I had to do something."

Bransford and Knox, walked a short distance away to discuss the heart-rending situation confronting them. Bransford listed food banks that may be able to help them and said he would try to contact someone. But Knox, that small backseat whisper still echoing in his head and heart, said, 'No, I want to do this.'

With the evening darkness creeping in on a freezing Sunday, Knox said he just knew there wasn't going to be any place

open and available to help this desperate father that night.

Barely a week after Christmas, all Knox said he could think about was the \$100 bill sitting in his wallet — a gift from his father-in-law. He'd been saving it for something — but in that moment that 'something' no longer mattered. And he walked back over to the car window.

"I told the father I had \$100 in my wallet and asked them where they normally do their grocery shopping," Knox said. "The lady driving the vehicle said, 'Save-a-Lot,' and I said, 'Come on, I'm going to take you up there and we're going to shop together.'"

"You could see the sense of relief in the man's expression that he was going to get his children food that night," Bransford added. "And you could tell how much the children loved their father."

Knox, Bransford and Patrick's family caravanned to the grocery store where they grabbed a cart and began picking out food that would feed this family, not just for the night, but for a couple weeks to come.

"He did great," Knox said. "He was a bargain shopper — he did better than I could do. I told him to let the kids come and pick out some things, too."

"They got a lot of groceries," Bransford added. "Good stuff they could cook and not junk."

Finally finishing their spree, Knox topped off the trip with a candy bar for each child and headed to the register to pay for the cart full of groceries.

"We paid, and you could just tell he was very grateful and the kids were so excited," Knox said. "There was such a sense of relief on their part."

After loading all the groceries into the shabby van, Bransford noticed that the vehicle didn't have enough gas to probably even get them back to their home, which was far out in the county. He told Knox, 'You know what, you got the groceries, I'll get the gas.'

He followed them to a nearby gas station, filled up their gas tank and sent them on their way — joyful, grateful and provided for.

"[The whole situation] crushed me," Knox said. "I was picturing myself in his shoes not being able to feed my child — imagining that weight on my shoulders."

"I don't see how, seeing someone right there in front of your eyes, in your town where you're living — they are part of your community; you're one of them — how could you see them struggling and not help?" Knox asked.

"If you can help somebody one little bit," Bransford added, "and then 10 years later maybe they come back and thank you for that, that's the best payment you can get. If I can help somebody on every shift I have, that's worth it. It's not for fame or fortune, but just helping someone out." 🍏

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'My Heart Just Broke'



SCOTTSVILLE POLICE DEPARTMENT
OFFICERS JONATHAN KNOX AND TODD BRANSFORD

ABBIE DARST | PROGRAM COORDINATOR

“She was local, we’d seen her around,” Sgt. Kevin Drohan said. “Sometimes you could engage her in conversation, sometimes you couldn’t.”

Day to day, Jane could be seen sitting at a local White Castle or walking around the streets of downtown Newport, though to many she may have just blended into the scenery, lost in the hustle and bustle of everyday life.

By night, Jane usually could be found down by the river, under one of the many bridges connecting northern Kentucky to Ohio.

“I knew she had a little camp under the bridge — well I say camp, but she was sleeping behind some dumpsters that were down there,” Drohan said.

The weather grew colder as winter settled into the area, and Drohan became concerned

that Jane’s camp could not possibly keep her warm on nights of below-zero temperatures. Though her blockade of probably a dozen large trash containers blocked a portion of the cold, it did not shield her entirely from the frigid wind gusting off the river.

“Surprisingly we don’t have a lot of homeless people in our community, but with the wooded areas, there are some camps, but she’s the only one that is out in the open,” Drohan said. “You don’t visibly see many out on the street — they have places to lay their heads.

“They may be out all day asking for money, but they have a place to go, and she was one I knew had no place to go,” he continued.

As Drohan began his shift one night, the extreme chill in the air brought an image of

Jane to his mind, and he made a mental note to check on her before the night fell dark and cold across her Newport bridge camp.

When he pulled up under the bridge later that evening, he found Jane curled up behind her dumpster barricade and he offered her a ride to the homeless shelter in Covington.

“She was nice and pleasant when she realized I was helping her out, but she didn’t open up a whole lot to me,” Drohan recalled. “But she was very appreciative.”

Jane did tell him she had been married and her husband had passed away. She didn’t know how to get any benefits or an ID. Not having an ID was significant, because the Covington shelter

requires identification to be admitted for the night, Drohan said.

“But I knew they took referrals by police, too,” he said. “That’s why I got involved because I didn’t think she had an ID and without an ID they won’t let someone come in and stay.

“I took her there for the night because it was just blisteringly cold, and I left my name and number for the supervisor if he had any problems or questions,” Drohan added.

Unfortunately, the shelter’s policy only allows individuals to stay for the night, and, unless physically unable, they must leave during the day. The following day, a gentleman from the shelter called Drohan to discuss Jane’s situation. He thought he could help her get an ID so that she could come

to the shelter on her own. However, after she left the shelter that morning, he had no way of contacting her.

“He said if I saw her to please bring her over to the shelter,” Drohan said. “So I found her at White Castle and I took her over there.”

“There are people that can’t help themselves — they don’t know what to do or where to go,” Drohan said. “And sometimes I don’t know what I’m going to do, and it can be hard to give something that extra attention, but it all comes back to the overall need. I don’t like to see people suffer and in those situations where they are helpless.

“On night shift you get to see the plight — what people are enduring and have to go through,” Drohan added. “During the day there are all these resources ... but on night shift you have nothing other than the drop-in center. There is no one you can really call on to say, ‘What should I do here?’”

‘I COULDN’T LEAVE HER’

Jane’s situation is by no means the first or last time Drohan has reached out to help someone in a helpless situation.

Joyce Bishop was sitting in her small, dark house on 13th Street, alone and cold, when Drohan met her. He was responding to a welfare check requested by a friend of her family.

“She hadn’t been eating, she had no heat or electric,” Drohan recalled. “I talked to the family friend who said she used to bring her food, but Joyce’s son would take her food and her money and give it to his girlfriends around town.”

Wheelchair bound, Joyce had no way of helping herself, providing for herself or defending herself against her son’s exploitations. She slept in the corner of the house on a filthy mattress covered with a mess of blankets and grime.

“I couldn’t leave her there in that house,” Drohan said.

After conversations with the family friend to make arrangements for her to stay somewhere else fell through, Drohan drove around Newport to hotels to get her somewhere safe and warm for the night. He settled on the Comfort Suites, where he paid for Joyce’s room out of his own pocket, helped get her and her wheelchair into the room and ensured she was comfortable for the night.

“We got her all set up and it worked out tremendously,” he added.

The next day, Drohan got to work contacting Adult Protective Services to figure out how to permanently better Joyce’s situation. While making arrangements with APS, the time for check out at the hotel quickly approached. He was able to get the hotel manager to agree to allow Joyce to stay another day free of charge.

Once Drohan got APS involved, they were able to get Joyce into a home in Covington where she is currently residing without her son, whom Drohan later discovered had been using physical intimidation and verbal abuse to manipulate his elderly mother.

“I just feel like it’s our duty to do something,” Drohan said. “It doesn’t have to be an arrest or a citation, but if we have the resources and we have an idea of what to do, then that’s what we’re tasked to do.

“Even if I never see them again,” he continued, “if I at least do something, if I show them that someone cares enough to go that extra step to do something for them, they’ll at least feel better for the time, or it may give them the boost up they need to continue on.” 🍏

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‘No Place to Go’



NEWPORT POLICE DEPARTMENT **SGT. KEVIN DROHAN**

ABBIE DARST | PROGRAM COORDINATOR



PHOTO BY JIM ROBERTSON

'He Wanted to Go to Jail'



ELSMERE POLICE DEPARTMENT SGT. TODD CUMMINS

ABBIE DARST | PROGRAM COORDINATOR

Sgt. Todd Cummins did a double-take looking out the front window of the Elsmere Police Department. The sight of Eugene McKenney hobbling down the sidewalk beside busy Dixie Highway with his walker was unusual and unnerving. His scraggly beard and Vietnam veteran's ball cap completed his disheveled appearance as he deliberately began veering his walker toward the police department.

Realizing Eugene's slow, cold journey would end with the department as his destination, he went out to meet the elderly man. He approached Eugene and asked him if he could help him with anything — and the answer he received caught him completely off guard.

"I want you to arrest me," Eugene told Cummins.

Looking Eugene up and down, Cummins was stunned and confused — people don't generally ask to be arrested, Cummins said. Especially not elderly men getting around on a walker.

When Cummins asked him why he wanted to be arrested, Eugene said, 'Because I'm a vagrant.'

"Well, I'm not going to arrest you for that," Cummins replied. "Are you a veteran?"

Cummins invited Eugene into the lobby of the police department where he could get him off his feet and warmed up and get to the bottom of Eugene's strange request.

Cummins spoke with Eugene for a few minutes, discovering that he was indeed a military veteran who was down on his luck and homeless.

"He wanted to go to jail to have a warm place to stay and eat," Cummins said. "He saw jail as a safe place to go where he wouldn't get taken advantage of. He thought, 'If I can go there and get warm, get straightened out and clear my mind, I'll be able to figure out what to do.'"

Spurred to action by the sad plight of this veteran who, like Cummins,

had served his country not so long ago, Cummins asked the department secretary to keep Eugene company while he drove to LifeLine Ministries, a local group that helps those in need in the Elsmere community.

"I couldn't get him and his walker into my cruiser, so I left to see what kind of immediate assistance I could find for him," Cummins said.

Once he arrived at LifeLine Ministries, he described Eugene's situation to the staff and asked if they had a van that could pick up Eugene and transport the elderly gentleman with his walker so he could get him something to eat and get him pointed in the right direction.

Instead, they gave Cummins the number to Penn Ministries, which specializes in assisting veterans who have fallen on hard times. Cummins talked to Bob at Penn Ministries and explained Eugene's situation, that he was a Vietnam veteran and that he had trouble walking, Cummins said.

Fifteen minutes later, Bob walked into the Elsmere Police Department with two coolers, filled with multiple sandwiches, other food and water.

"He ate several sandwiches and we talked about what had happened and why he was homeless," Cummins recalled.

Cummins asked Eugene whether he received any benefits from the military for his service. Eugene told him yes, but that someone had taken advantage of him, manipulating him into moving in with them and giving them his debit card and PIN number. The \$4,000-per-month benefit he was receiving was being syphoned out of his account by these individuals who had taken control of his account, Cummins said.

"I talked to him for a bit and got a gist of what was going on. People get down on their luck; it's not necessarily a crime," Cummins said. "People make mistakes and trust the wrong people and this is what happens."

Bob decided to tackle first things first, and contacted a hotel to get Eugene a place to stay for the night that was not behind bars. Cummins and Bob also discovered that Eugene had an appointment with the VA services the next day at 1 p.m.

Then Bob loaded Eugene into his vehicle and took him to the hotel for the rest of the day and the evening.

The next day, when Cummins called to check up on Eugene, he discovered that after a Facebook post about Eugene's situation, his daughter had made contact with him. She had been searching for her dad for months, not knowing what had become of him.

"He seemed surprised that people were trying to help him instead of take advantage of him — what these ministries do, people aren't used to anymore," Cummins said about Eugene's reaction.

Within the week, Eugene had been placed in an apartment, his VA benefits had been redirected to new accounts, he and his daughter had been reunited and she had control of his finances to ensure his bills got paid and all his needs were met.

All of this was made possible because Cummins initially took the time to talk to an elderly man, listen to his story and take the next step to meet not only his immediate physical needs, but also start the ball rolling to heal his spirit and self respect.

"I didn't think anything about it, I was just doing my job," Cummins said. "We're here to help people. Sometimes police officers get a bad rap for being insensitive, but situations are situations, and every one is different."

"You can't go into a situation with a closed mind that this guy is probably just a bum — that's not my attitude," he continued. "You just do what you have to do." 🍏

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'What I Signed Up For'



LOUISVILLE METRO POLICE DEPARTMENT **OFFICER TYLER HOLLAND**

ABBIE DARST | PROGRAM COORDINATOR

The 3400 to 3500 block of Powell Avenue is swamped with kids. When Officer Tyler Holland drives through the block, his cruiser is inundated with children of all ages. They have long since stopped expecting candy his partner used to give out. The junior police stickers Holland switched to handing out aren't what draw kids to him either. It isn't even the chance to see the shiny, neat tools on his duty belt.

The kids flag him down and flock to his cruiser because they know he truly cares about them — and in the middle of the block stands a constant reminder to the interest he has taken in them.

A little more than a year ago, Holland received a Medal of Valor award from the police department for his actions in a shooting situation. That night, Anthony Holt also received a Medal of Valor for having the courage and wherewithal to notify a teacher that another student brought a gun into his school, potentially stopping a school shooting. Holland took notice of Anthony that night, admiring his bravery and actions at a young age.

When Holland later saw Anthony playing basketball with his friends on Powell Avenue, he recognized him and struck up a conversation — and began developing a relationship with Anthony.

It didn't take long for Holland to notice the makeshift basketball goal — a bottomless, black milk crate nailed to wood on a telephone pole.

"I grew up on Taylor Boulevard, not far from there, and I had a basketball goal. But the other kids played basketball with a milk-crate goal," Holland recalled.

"Seeing that milk crate hanging from that telephone pole brought back memories of developing those relationships back then," he continued.

Day after day, Holland patrolled his beat, making time to stop and spend a little time with Anthony and the other kids.

Then one October afternoon, while preparing for his shift, Holland was caught off guard with an idea.

"It was very spur of the moment," Holland said. "I was getting ready for shift and I pray before every shift. And God just, very audibly in my mind, told me to go buy a basketball goal."

Holland immediately stopped what he was doing, drove to a local big box store and picked out a full-size basketball goal. About \$130 later, Holland struggled to get the large box into his tight cruiser. He drove to Powell Avenue and made a delivery that would forever change the perspectives of the children's parents who had gotten to know Holland.

"Anthony wasn't home, but his parents were," Holland recalled. "I told them it was for him and the other kids."

With a look of stunned disbelief, one dad came over and asked if Holland wanted him to help put it together before the kids came home from school.

Still needing to get to the Fourth Division roll call and officially begin his shift, Holland left the dad to assemble the goal. He returned

later in the afternoon after Anthony and the other children on the block had returned from school.

"He was overwhelmed," Holland exclaimed. "It was like he'd never seen a real basketball goal before. I guess if you play on a milk crate for so long, then you get the real thing — I can't even think about how cool that would be."

"If I could sum up that feeling in one word, it'd be accomplished," he continued. "It's what I signed up for. I mean, foot

chases are a blast I love getting the bad guy, but this isn't like anything I've ever experienced. There are a bunch of bad guys, drug sellers and people that like to hurt people, and that's never going to stop. But being able to do something like this for a young child is once in a blue moon."

One of the parents contacted a local TV station, which called Holland's commanding officers, who were clueless that any of this had occurred. More than a week and two email blasts asking the officer to identify himself later, Holland told his commanders that he was the officer who had purchased the goal, he said.

"I didn't tell anyone so I wouldn't get the attention," Holland said, a trait his mother had instilled in him as a child.

Holland's own childhood growing up in the Iroquois projects kept him in constant witness to law enforcement officers, he said. As the oldest of three boys he remembers his little brothers' reactions to gunshots, police sirens and foot pursuits outside their window.

"They were scared, but I was always intrigued" he said. "My mom would let them play in the backyard and I wouldn't let them go alone. It was always in me to protect and watch over them. I've always wanted to keep people safe."

"That's what we're called to do in law enforcement — help the weak and reach out to the least of these," he continued. "To be honest, I was expecting negative feedback from the community that they may call it corny or fake because of what's been going on with policing in the news. But you can't worry about what others think."

Holland makes it a point to visit Anthony and the Powell Avenue kids at least once a week and spend some time with them — continuing to build relationships, change perspectives and provide a positive image of law enforcement officers to families in Louisville's west end.

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PHOTO SUBMITTED



PHOTO SUBMITTED

Taking the Bad with the Good



In a commonwealth with more than 8,000 law enforcement professionals, it is clear that there are some exceptional officers who stand high above the crowd. Day in and day out these deputies and troopers give of themselves to their communities in a way most citizens may never even see.

But in a crowd of more than 8,000, having a handful of bad apples is inevitable. Maybe they began their career giving, but after years of cynicism and temptation set in, they began to take instead. Maybe their moral code has been tested a few too many times. Or after seeing what they've seen on the streets, they just no longer care.

Whatever the reason, identifying these bad apples in your department and doing something about it is crucial. The only thing worse than having a bad apple among your force is allowing it to rot and spoil the bunch.

KELLY FOREMAN | PROGRAM COORDINATOR

Don't Let One *Bad Apple* Spoil the Rest:

LESSONS FROM TWO KENTUCKY AGENCIES

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You take the bad with the good. Rise up through it. Live in the midst of it. It's the bad that lets you know how good the good really is. Don't let the bad leave you thinking like there ain't any good. There is, and lots of it, too.

CHRIS MARTIN,
NEW YORK TIMES
BESTSELLING AUTHOR

”



When the Apple Rots: How to recognize unscrupulous officers in your department and recover from their misdeeds

KELLY FOREMAN | PROGRAM COORDINATOR

Trust is a hard thing to earn and so easy to lose. The relationship between a law enforcement agency and the community it serves rests on an unfixed scale, the balance tipping back and forth between goodwill efforts made daily by officers and the reality of split-second decisions that lead to questions of virtue.

It only takes one bad apple to send it all crashing to the ground.

In Richmond in 2009, it took three. The neighbor of a local woman reported to the county sheriff's agency that three officers sexually assaulted her. The alleged victim later recanted her story, claiming the encounter was consensual, but it was

too late. Charges were filed, the officers indicted and the police department's reputation was in jeopardy.

"I began getting calls from the public wanting to know if they were still working," said Richmond Police Chief Larry Brock. "I had to reassure them they were not working, calm those fears and walk that tight rope until the criminal charges were settled."

The officers were placed on paid administrative leave until charges were filed by the commonwealth's attorney, then they lost their pay. An administrative hearing by the city could not be conducted until the criminal case was complete. As long as the case was on the docket, Brock was obligated to stay quiet regarding the details of the personnel matter. But that didn't stop the questions.

Officers reported to the chief that some citizens would look at their nametags and ask, "Were you one of the guys involved in that scandal?" Other men expressed concern for their wives if they were pulled over by a male officer, Brock said. Criminals offered their own nasty comments in retort to their arrests.

"It created a bit of a black cloud that was reflected in the overall morale to some degree," he said. "It remained and lingered every day we had to play out the waiting game and not being able to address our own views. Most officers felt like they had been let down by their co-workers."

However, the department held on to the hope that they had earned the support and confidence of the majority of citizens through extensive efforts to rebuild a relationship of trust and faith.

GIVE IT SOME TIME

Past allegations of excessive force and racism led Richmond officials to create a Police Advisory Board. When Brock was named chief in 2007, he soon brought >>



PHOTO BY JIM ROBERTSON

Richmond Police Chief Larry Brock

>> in the former Regional Community Policing Institute to evaluate the police department's relationship with the community. Following the review and report, a group was established to carry out RCPI's recommendations during the next year.

"Because of those things, the community was willing to give us some time," Brock said. "They wanted to see how we were going to handle it. We had gained their confidence and trust that we were going to do the right thing at the end of the day."

Those proactive, community-building efforts are exactly what every agency

needs, said law enforcement expert Aaron Thompson.

"It behooves city leaders to take a preemptive strike before it gets to that point," Thompson said. "There needs to be a trust process. This is where you see problems happening — there tends to be a lack of trust that justice will happen. My argument is, build trust ahead of time, and when the community asks questions and may suspect wrongdoing, they will trust you will do the right thing."

"Bring them into the conversation as often as you possibly can," Thompson said of community members. "If you have a

department where you have conducted human relations trainings on a regular basis and brought the community in, they know police procedures. You do that by having town hall meetings or the like with the community. Then even the officers know that this is where the police are in their relationship with the community. Those are things you have to do."

Ultimately, the three officers involved in Richmond's sex scandal were found not guilty of criminal activity in a jury trial. But the damage of the scandal and its effects on the department were done, Brock said. An administrative hearing still loomed and whether or not the officers would be reinstated to the department was still in question. Instead of making the decision on his own or trusting solely in his command staff, Brock engaged the entire department, taking an informal, anonymous survey to determine the officers' fate.

"A high percentage of the officers — nearly all of them, felt that the suspended officers' actions reflected poorly on the whole group," Brock said. "When we went into the administrative hearing, the city attorney asked for a recommendation. I was able to recommend they be dismissed. I think that single sentence did more to address everyone's concerns than anything. The city commission voted to dismiss them, and in our minds, the right resolution was reached unequivocally."

"Almost immediately you could feel a sense of relief in the department and that the burden was lifted," Brock continued. "It took a little longer to get back to normal on the public side, but I think the dismissal gave the community more confidence in us."

HEED THE WARNING SIGNS

In Richmond's case, the incident that occurred led to criminal charges before the agency had an opportunity to handle the indiscretion internally. When the matter was brought to light, Brock said he was surprised by the officers involved. Thompson argues that the best way to prevent being caught off guard by an unfavorable situation is to prevent it as early as possible.

"It's kind of hard to look back once something has happened," Thompson said. "We have to do a better job in the recruitment process. We have to look for ways to

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Having clearly-defined policies and procedures about how officers should conduct themselves and exactly what the department requires makes it easier to show the bad apples the door. It also helps keep the good guys honest.

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weed people in versus weeding them out. We need to look at the character-based items. You can train the tactical skills. You can't train them to have the right set of characteristics that determine whether or not that officer could find themselves in a situation they can't get out of."

When recruiting new officers, an emphasis should be placed on identifying a candidate's critical thinking skills, problem solving abilities, communication and their understanding of diverse perspectives, Thompson said. Once officers are hired, monitoring these skills as early as basic training may prevent an objectionable officer from finding themselves on the street.

The second line of defense, though, should be the field training officer, Thompson said.

"This is where you're going to be able to see the warning signs," he said of the FTO process. "You can see an officer who is too aggressive, who is displaying verbal language indicating intolerance. You will see whether an officer tends to want to be confrontational when there's really a need to deescalate."

"It behooves us to have a good FTO training system and good FTOs," Thompson continued. "I see this as an area where we are really lacking. It is more than

just being able to recognize when recruits are not doing what they need to do. Also, in many cases, FTOs are taking recruits down a path they need not take them."

WHEN YOU SEE IT, REMEDIATE

Just as an officer's actions have consequences, so does the inaction of an agency to handle problems when they arise.

"When you see a problem, you immediately need to put that person in the remediation process," Thompson said. "Check them back out, give them the training they need, then re-evaluate them again in the process. If it is egregious enough, you have to let that person go before you move on,



because that person really becomes a liability at that time."

In talking with officers across the country, Thompson said he often hears them express a need for more accountability. Having clearly-defined policies and procedures about how officers should conduct themselves and exactly what the department requires makes it easier to show the bad apples the door. It also helps keep the good guys honest.

"At the time an officer is, in fact, found guilty of whatever they are accused of based on law, policy and procedure, the police leader must take swift action to let the community know that is not tolerated within the department," Thompson said. "Police leaders as well as municipal leaders have to take a really hard look at themselves. You want to have a relationship with the community so that if you have to use that chip, you can trust you've got a hold of it."

"You have to be able to make sure the facts are found out and the truth is told," Thompson continued. "What I mean by that is you cannot hide behind some veil of 'We can't share that with you.' Share everything you can share. But the other thing you do is, if you don't know what to do, bring the experts in. You don't bring them in to be punitive, but to do preventative work. If you're getting to the point where you need to start building and rebuilding those relationships and don't know how, get people in and do it quickly."

REBUILDING AN AGENCY

In Whitley County, the public *voted in* an expert to help repair the damage done by the former sheriff after he was convicted of extortion, money laundering and drug trafficking in 2011.

Colan Harrell defeated the sheriff in the primary in 2010 after allegations of wrongdoing began swirling in local media.

Going into office, Harrell had the support of a community he had served for nearly 40 years as a Kentucky State Police detective. He knew Whitley County well, and they knew the caliber of his character.

"I just don't know if he went in going to be an outlaw," Harrell said. "I doubt it. For Kentucky sheriffs, there is a lot of >>



Whitley County Sheriff Colan Harrell

>> temptation there. As a trooper there's a lot of temptation. But it's wrong, and we don't do it. This is the way I conduct business and that's just how you have to do it."

While he knew going into office that rebuilding the agency's reputation — and the office itself — would be tough, Harrell said he had no idea the shape it had been left in.

"We just about had to gut the whole thing and start all over," he said. "It was a challenge, but I enjoy challenges. The public had been oriented through the media as to what was going on in the sheriff's office, but there was some of the population who really disagreed that [the former sheriff had done what he was accused of]. They finally accepted it once he had been sentenced and sent off to prison that this is real — it's not just a bunch of politics.

"Once we got that out of the way, we had to regain the confidence of the people," Harrell continued.

Harrell used his community relationships and experiences to his advantage,

pulling in the media, local businesses and other law enforcement agencies to help share his reformation message.

"I hate to use the word transparent because every politician is using it," Harrell said. "But I tried to get everything out that the public would want to know. We got it out to the media, we got a Facebook page and I think people love that. We have tried to keep them informed of the different things we are doing and how we're coming along. We have tried to get the message out that we are a professional organization, and we want your confidence back. And I think we've got it."

Harrell kept only four deputies who had served under the former sheriff because he wasn't "taking any chances on a lemon," he said.

"I knew these deputies personally, I knew what they were capable of and I knew they weren't involved in any way in the decision making of the previous administration," Harrell said. "These deputies were accepted by the public and I knew their reputation, so I felt like they would fit my administration very well. From there, I got the best people I could find to fill the vacancies, and we have been very successful with that. I didn't hire on politics — the worst thing you can do is hire Joe's first cousin because he carries 50 votes. I hired based on what the officers were capable of, and that has worked out really well."

Today, Harrell said it has been a long road, but he would match his office against any sheriff's office in the state. His advice to others who may find themselves with an officer who is in violation of the law?

"You just have to say it," Harrell said. "Here it is, this is what it is and this is how we're going to improve."

Thompson agreed. "You can feed yourself or you can feed off yourself," he said. "It's not really rocket science, it's basic human relations. As a sociologist, it makes sense to me, and in the many decades I have worked with cops, I have seen this work."

Thompson argues there are three things you have to look at to solve the bad apple problem: input, output and impact.

"If you do the right training of your officers early and you have the right weeding-in process, you are more likely to have the right output," he said. "In other words, when you do have something that pops up, the community will see it as the exception to the rule. The output you get from having the right input — the right kind of human relations, ethics and diversity training among a variety of other things up front — makes dealing with issues part of the process, where officers don't feel like you're bringing them in to punish them, but

they understand, 'This is what we do, this is who we are.'

"If you have the right input and you're working with the community, police leaders will see the impact," Thompson continued. "Then you will be able to measure this stuff and assess it on a regular basis. You can have an evaluation system that makes sense with officers and they all know what the expectations are for their performance."

Understanding and using this cycle will lead an agency to be recognized as progressive, will make people want to work for them and create a better process for handling issues, Thompson said.

"This is real community policing," he said. "You get the community involved early and you can really have an impact on crime." 🍷

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Dr. Aaron Thompson

Sociologist and law enforcement expert Dr. Aaron Thompson serves as the executive vice president and chief academic officer for the Kentucky Council on Postsecondary Education. He has presented more than 800 workshops, seminars and lectures to police departments, government agencies, corporations and educational institutions in Kentucky and across the country on the topics of diversity, racial profiling, ethics, leadership, strategic planning and much more. He is the author of multiple text books and other publications and is the president of Ripple Effects Resources, which develops videos for Human Resources training programs. ■

Following the April death of Freddie Gray in Baltimore, Md., violent riots broke out across the city as residents demanded an investigation into potential wrongdoing by officers that led to Gray's death. When it was announced in May that Gray's death was ruled a homicide and six Baltimore officers would face charges, rioters rejoiced. This resident told CBS news she recognized that there are many good officers, but that citizens would not tolerate the bad. (This case has not been adjudicated, and all officers charged are innocent until proven guilty.) ■



Discipline Disclosure

PAST BEHAVIOR MAY IMPACT FUTURE CASES

SHAWN HERRON | DOCJT STAFF ATTORNEY

Law enforcement officers learn early on that it is a legal requirement to disclose exculpatory evidence — that evidence which is favorable to the defense — to the prosecutor. This requirement comes from the case of Brady v. Maryland, 373 U.S. 83 (1963), and is often referred to as “Brady evidence.” In Brady, the Court noted that “the suppression by the prosecution of evidence favorable to an accused upon request violates due process where the evidence is material to either guilt or to punishment.”

In Strickler v. Greene, 527 U.S. 263 (1999), the Court identified three elements necessary to make a Brady violation. First, the evidence must be either favorable to the defense, either by being exculpatory (or impeaching). Second, the prosecutor must have either actively suppressed it or inadvertently failed to learn of it and then turn it over to the defense. Finally the evidence must be material, in other words, that there is a reasonable probability that the case would have ended differently had it been disclosed in a timely fashion. Since Brady became law, additional cases have shaped the requirements to disclose material, exculpatory evidence to the defense.

In U.S. v. Bagby, 473 U.S. 667 (1985), the Court eliminated the requirement that

the defense counsel must make a specific request for Brady material, placing an affirmative obligation on the prosecutor to release it as a matter of course during pre-trial discovery.

Ten years later, in Kyles v. Whitney, 514 U.S. 419 (1995), the Court ruled that “the individual prosecutor has a duty to learn of any favorable evidence known to the others acting on the government’s behalf in the case, including the police.” As such, Brady has been extended, in increments, but by doing so, the job of the prosecutor has become far more complex and taxing, as the prosecutor now has a legal obligation to actively seek out exculpatory and impeachment evidence.

In a parallel series of cases, starting with Giglio v. U.S., 405 U.S. 150 (1972), the Court expanded the rule to encompass not just evidence that may be exculpatory, but also evidence that could be valuable in the impeachment of a witness. Impeachment evidence is that which calls into question the credibility of a testifying witness at trial. The process of impeaching a witness on the stand can prove an exciting moment in a trial, and it certainly can be devastating when a valuable witness is successfully impeached.

One striking example is the moment in 1994, during the trial of O.J. Simpson, when Detective Mark Fuhrman denied ever

using a specific racial epithet. The defense was then allowed to introduce audio recordings that included him using the term several times, which proved to be a shattering moment for the prosecution. This type of extrinsic evidence of possible bias that may cast doubt on the credibility of a witness’s testimony, is admissible under both the state and federal rules of evidence.

KENTUCKY RULES OF EVIDENCE

Specifically, in Kentucky, introducing such testimony falls under KRE 608, *Evidence of character and conduct of witness*. This Rule allows for the witness’s credibility to “be attacked or supported by evidence in the form of opinion or reputation, but subject to these limitations: (1) the evidence may refer only to character for truthfulness or untruthfulness and (2) evidence of truthful character is admissible only after the character of the witness for truthfulness has been attacked by opinion or reputation evidence or otherwise.” The Rule does not permit the introduction of evidence of a specific instance of conduct to challenge (or support) the credibility of the witness, although it does permit proof of a criminal conviction to be freely admitted. The Court is permitted, however, to allow a witness’s character for truthfulness or untruthfulness, to be “inquired into on cross-examination” but will only allow examination on

“

I’m not upset that you lied to me; I’m upset that from now on I can’t believe you.

FRIEDRICH NIETZSCHE

”

DISCIPLINE DISCLOSURE

For Kentucky law enforcement agency management, it is important to keep in mind allegations and discipline that suggests an officer may have been untruthful or harbors biases that might impact their handling of a specific case, will be subject to disclosure. This disclosure will almost certainly impact the officer’s presentation as a witness before a jury, which will likely be inclined to look askance on the officer’s truthfulness in the case before them.

In some jurisdictions, the law enforcement agency actively maintains a “Brady list” and provides it on a routine basis to the prosecution. A single instance may not seriously damage an officer’s credibility, as it will depend upon how the jury responds to the information, but an officer who is Giglio-impaired

will face serious obstacles in their law enforcement career. Officers have a strong due process argument in ensuring they are not labeled unfairly as having credibility issues. The introduction of unfounded and dismissed allegations will likely be disallowed by the trial judge anyway.

The purpose behind Brady and Giglio is to legally guarantee the defendant a fair trial, which includes the opportunity to challenge the prosecution’s witnesses for credibility. In many cases, the prosecution’s strongest witness is the officer who is sitting on the witness stand and as such, that officer becomes the primary target for a legal confrontation. Certainly if an officer can be successfully challenged, and their credibility damaged, the prosecution’s case may be substantially weakened or even destroyed. Actions taken by an officer even years before, in forums completely separate from their law enforcement career, can become the reason for a case to be lost. Due process of law, and the right to confront prosecuting witnesses are two of the great pillars of protection of the accused from abuse and unfair prosecution by the government. Officers must strive to be honest, fair and comprehensive in testimony, not only for the protection of the rights of the accused, but ultimately for the protection of the integrity of the case and to safeguard their own precious reputations. 🍏





New Strategies for Success

Madisonville Police Department

KELLY FOREMAN | PROGRAM COORDINATOR

Former General Electric CEO and chairman, Jack Welch, expressed once that having a willingness to change “is a strength — even if it means plunging part of the company into total confusion for a while.”

The concept applies in the private sector, but Madisonville police have found it to be just as applicable in the law enforcement world. And willingness is something MPD Chief Wade Williams has shown in leading the agency time and again.

“I think a lot of police chiefs don’t want to change a lot because there is a lot of stress involved with it,” Williams said. “It weighed on me heavy the first couple years. A friend of mine who is a police chief in North Carolina told me, ‘You’re not going to change the culture as fast as you think you are.’ That was hard for me because I’ve been a company commander in the Army and what I said, went. That’s just how it was. But coming in here as chief, he said, ‘It’s going to take you three to five years.’ And he was dead on the money. It took a good three years before everything cycled over.”

Williams has served Madisonville since 1998 and climbed the leadership ladder to be named chief in 2011. Almost immediately, Williams began implementing a number of paradigm shifts within the agency to move in a more proactive and community-driven direction, including mandatory fitness testing and intelligence-led policing.

“There were some changes I knew needed to be made,” he said. “Anybody coming up through a department will evaluate and think, ‘I can make this better.’ I think implementing that change is a different story with police officers.”

Initially, Williams said he made a handful of abrupt changes he likened to tearing off a Band-Aid. The reaction of his nearly 50 officers, though, taught him that there are very few decisions that need to be made quickly, he said.

“The shock of it almost creates another problem down the road,” he said. “I think it is more palatable for the officers to ease in to it.”

So when it came to making Madisonville the first Kentucky agency to annually maintain the fitness standards set out in Kentucky’s Peace Officer Professional Standards, Williams knew it would be a lengthy process.

“When I was in the Administrative Division, I would go speak to civic groups and we would talk about physical fitness,” Williams said. “The general public was shocked that we did not have any continuing physical fitness requirements. I started thinking about it, digging in and really researching >>

>> the health reasons why we should — as cops, we die so soon after we retire. We get hurt more at work. From the risk management aspect of it, I thought we owed it to the community to look into it.”

Williams began his research and reached out to The Cooper Institute — the same people who helped the Department of Criminal Justice Training determine appropriate POPS physical requirements for the state’s basic training recruits. “I had to balance what I thought was practical with what was legally defensible and be able to sell it all in one,” he said.

IMPLEMENTING MANDATORY PHYSICAL FITNESS

“From the onset, you had individuals saying, ‘I’m not going to do this,’” Madisonville Maj. Robert Carter said of the physical fitness standards. “‘You cannot make me do this. It is not going to happen. I will sue you.’ So you had the naysayers and we even had some individuals who left the agency. And that was fine.”

After graduating from the DOCJT Basic Training academy, Carter admits even he “let himself go.”

“I got caught up in the mindset of policing,” he said. “You know, the only thing I have to eat is McDonalds, the stress level associated with working all the time, not hitting the gym like I should — I just didn’t take care of myself. Before I knew it, I had let myself get to the point where I was not

being conducive to my health mentally or physically. It really began to concern me. I thought, ‘I don’t want to be that guy.’ Yet, I made no adjustments or changes.

“Chief came out of the gate and said, ‘Look, it’s not going to be an overnight process, but this is what we’re going to do, and this is where we’re going,’” Carter recalled of the announcement. “I will be honest and tell you that of everything he has done in the agency, that one right there came with the greatest resistance.”

After the announcement was made, the first step of the process began with mandatory physicals — paid for by the agency.

“He said, ‘Whatever health concerns there are, we are going to get those addressed,’” Carter recalled. “‘You have to have physician approval before participation.’ And it made me think about something. As a law enforcement community, we take care of everybody else, but we don’t take care of ourselves!”

At least one officer’s life was saved in the process, Carter said. He had major blockages that, had they not been addressed, would have cost him his life. After having his physical, the officer had immediate open heart surgery, retired and is now working as a court security officer, Carter said.

The second phase of the process began with a baseline assessment of all officers within the agency. Three Madisonville officers were sent to The Cooper Institute to

become trainers, all officers were encouraged to use the agency gym while on duty and the announcement of the first test came six months before the test date.

“In that first testing phase, we had about seven officers who did not make it,” Carter said. “But remember, this first testing phase was simply an assessment to build a baseline. So we did that and chief came back in and said, ‘In 12 months, we are going to run this again. In this time period you need to be progressively working toward making sure you can make it.’

“So during that whole year, we began to see healthy lifestyles coming in,” Carter continued. “People started taking advantage of the gym. We partnered with the YMCA and (Baptist Health’s) Fitness Formula and they said, ‘For your officers, guess what — memberships are free.’

“Those 12 months go by and that next testing phase arrived,” Carter continued. “Everyone — EVERYONE — completed and passed. And it didn’t stop there.”

Williams incorporated a reward for those officers who not only met the standards, but also exceeded them. Using national fitness averages, officers who score in the 65th percentile or higher receive a uniform-authorized fitness pin.

“Now this little \$2.50 pin, if you get 65 percent or better, it has a little runner on it with stars on the side,” Carter said. “I’m telling you, we will break our neck to get that pin.”

From the command staff perspective, Carter said Worker’s Compensation claims have nearly vanished, officers aren’t calling in sick and the mental health and morale of the agency has “done a complete 180.”

The achievements his officers have made are something Williams said he is very proud of.

“Our job seems to be getting more and more violence prone,” he said. “We are more and more hands on, and I think we owe it to our officers to make them physically able to respond to anything for their own safety. This is a tough career and I want them to have a good retirement at the end of it. Physical fitness is just one aspect of spirit, mind and body. You have to get your mind right and get plugged in. Getting your body physically fit makes you a more whole person. Now I’ll catch officers telling people we are the only ones in the state who do this, and they’re glad to be a part of it now.”

“I will be the first person to say, I have been fat-boy-fabulous all my life,” Carter said. “Literally, the physical fitness policy saved my life. There is no doubt. I know the road I was headed down.”

INTELLIGENCE-LED, COMMUNITY-DRIVEN

“I heard a police chief one time say we can’t affect crime,” Williams said. “I remember thinking to myself, ‘Why do you come to work every day?’”

The mindset in Madisonville, though, is not just to effect crime. They want to eliminate it. And while some may say that’s a lofty or even impossible idea, Carter said in Madisonville they’re working to make it a reality — and they have the numbers to prove their tactics are working.

“The statement has been made several times that you cannot eliminate crime, you can only reduce or displace it,” he said. “The thing we pride ourselves in is that we believe that yes, you can eliminate crime. So now all the officers here are moving forward with that mindset. We are seeing some unbelievable results — like a 39 percent reduction in crime over the past two years.”

Carter attributes the success to two things — the officers’ relationships with the community and using an intelligence-led style of policing.

“Chief Williams’s vision when he came in, he said there were a couple things we were going to do,” Carter said. “One of those things was to repair broken relationships within the community. We’re not going to get out here and just talk about community policing. We’re going to take it to the next step. That truly has been the driving force behind what’s going on with the agency.”

Williams agreed. “Yes, we have seen a 39 percent reduction in crime, have taken more than \$300,000 in drugs off the streets — you name it,” he said. “That’s the hard work of the men and women of the police department, but it is also the connections we have made in this system. It may be a nurse from the ER who calls and says, ‘Hey, we think this person who just left here is under the influence,’ or, someone in the school system who tells us, ‘This kid’s parents are involved in something.’ We have all these different informational tunnels that are coming in >>



▲ Madisonville Police Maj. Robert Carter said his agency is continually pursuing the goal of eliminating crime in their community. While it may sound lofty — or even unachievable to some — it is a goal they are gradually seeing come true with a variety of tools and procedures.

“I will be the first person to say, I have been fat-boy-fabulous all my life. Literally, the physical fitness policy saved my life. There is no doubt. I know the road I was headed down.”

▼ When Madisonville Police Chief Wade Williams decided to make physical fitness testing mandatory for the agency, he didn’t exclude himself from the requirement. Williams proudly wears his fitness pin on his uniform to show his officers and the community his commitment to physical health.

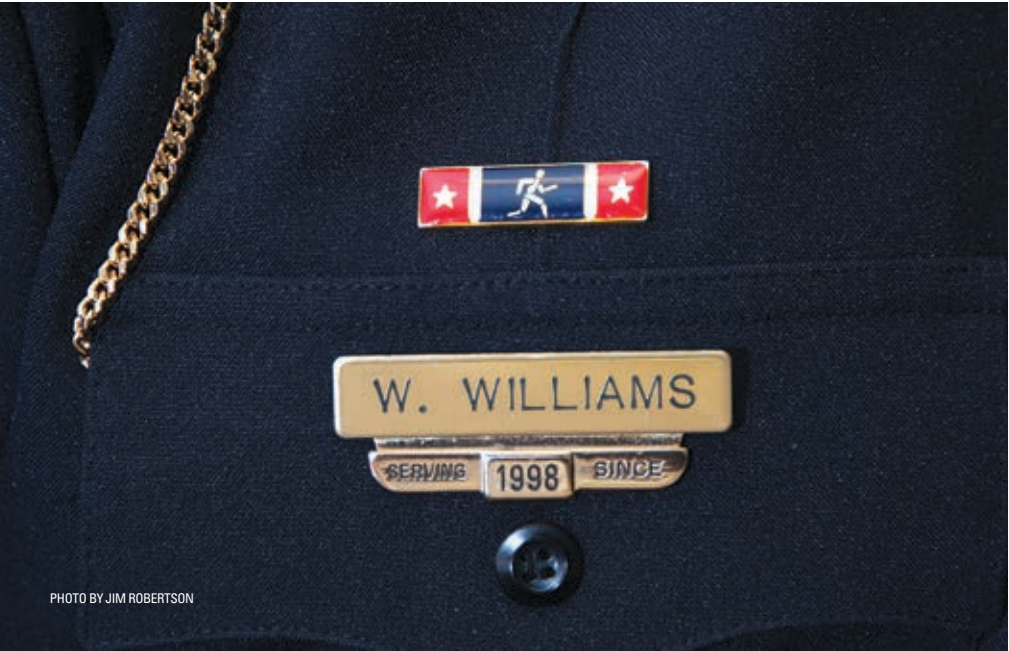
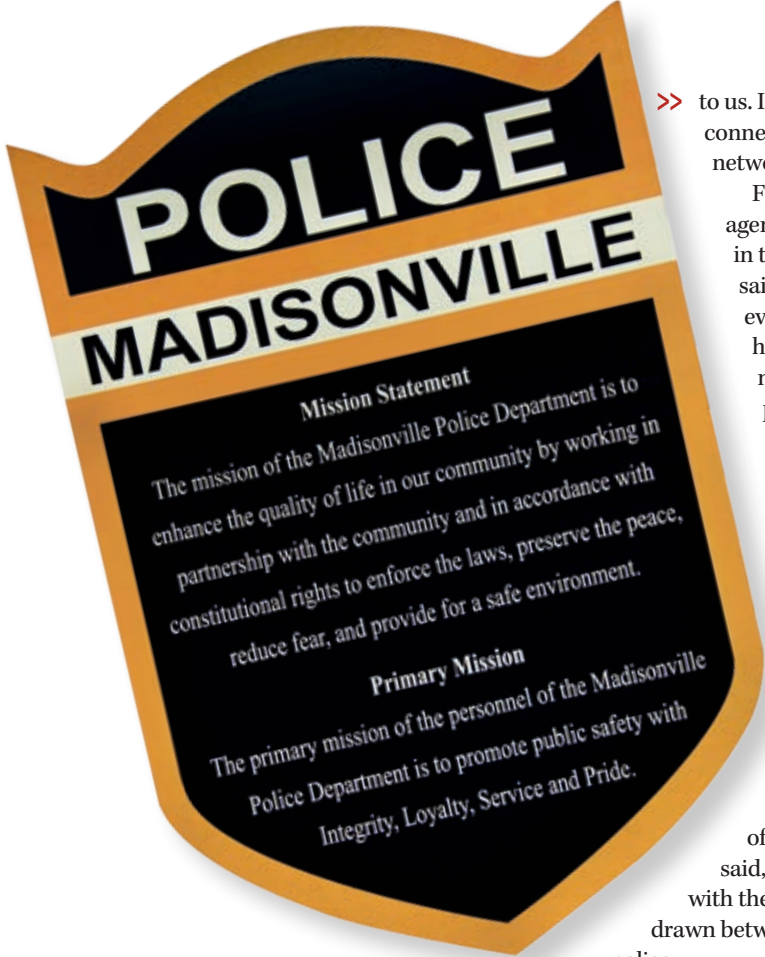


PHOTO BY JIM ROBERTSON



>> to us. It's because of those connections and those networks we have made." For law enforcement agencies to be successful in the future, Williams said he believes everyone is going to have to begin thinking more about how the public plays into the system. Currently the agency maintains a Volunteers in Police Service base of about 280 members, all who have been through the Madisonville Citizens' Police Academy. The key in maintaining such a large number of volunteers, Williams said, is being more flexible with the traditional lines drawn between citizens and police.

"It's not just about the police department," he said. "We are a part of the city, a part of the county. We are part of the healthcare system — we are just one cog on this entire wheel. When you start reaching out to these different cogs and pulling people in to help you with your part, you're a lot more successful. Everybody is competing for these citizens. Criminals, businesses — I'm competing too. I compete by selling my product, making the department a public value."

The CPA is just one small way Madisonville officers invest themselves in their community. Each squad is committed to community service projects every year. If there is a group of citizens meeting for a unified purpose in Madisonville, the department finds a way to get involved. And every day on shift, officers make community contacts by knocking on doors and building relationships with citizens.

"There is no program, no detail, no vacation bible school, no summer program that MPD does not participate in," Carter said. "We are there and we take an active role. If you have a program going on and MPD isn't there, something is terribly

wrong. Because the community is the police and the police are the community."

While making those community contacts has shown great results, Carter said none of it mattered if the information was not being shared. Madisonville employs four squads of officers on 12-hour shifts. Though the transition to this schedule has made for great coverage for the city, it also means that some squads never see each other, Carter said.

"So one of our officers created a program called Info Exchange," Carter said. "It is a web-based program that allows officers 24/7, 365 days a year to input information broken down into regions. So now, even though I may be off tomorrow, when I come back in, I can see everything that happened in my district or the surrounding districts. Now I'm able to connect the dots."

"If you're looking for Kermit the Frog, normally you're not going to be able to get that information out to 40 officers," Carter continued. "Now, when it's posted on Info Exchange, you may have an officer you never see who can say, 'You're looking for Kermit? I know where Kermit is. He's at Wal-Mart every day at 10 a.m. sipping on a cup of coffee.' That's no problem, he can be found. Now that information is shared back."

Now all that data the officers generate through arrests and reports is being taken a step further toward the agency's goal of crime elimination. To aid their efforts, Williams hired full-time Crime Analyst Mike Marks, who is lovingly nicknamed Chicken Little.

"It doesn't make sense to us to just throw a bunch of police officers in a car and say, 'We hope you run into something,'" Williams said. "In the business world, everybody has a plan to target issues — except for law enforcement. We kind of just wait for the phone to ring then go do our thing."

"We have moved from that model to predicting where we go by plotting hot spots," Williams continued. "It looks almost like a weather map. So let's just say we see a pattern of vandalisms. 'Marks will interpret that data, put it on the map and it will have targeted areas for certain crimes. So let's say it shows a concentrated area where these vandalisms are taking place. Then we assign the squad during that time period to that area."

Like many of Williams's changes, Carter said the shift toward intelligence-led policing was a tough sell at first for many of the officers.

"You take a group of almost 50 type-A, sworn law enforcement officers — we're a different breed, you know," Carter said. "Now you bring in this person who is not sworn, has never been sworn, is younger in age and he or she is going to tell all these officers with old-dog knowledge how to police? It's not going to be good."

"But what happened is that with the leadership credibility of chief, number one we were behind him and supporting him," Carter continued. "Number two, all these guys and gals said, 'You know what chief? If you say it's going to work, we are going to give it a try.' We began to zero in and take information from the crime analyst, use it and disseminate it. And guess what? It worked!"

"Now, if Chicken Little says the sky is falling, you better get your

umbrella," Carter said. "Because we've seen it work."

Combining the data with the Koper Curve principal, what used to be a "shotgun approach" to crime analysis, Carter said, now is honed in where the data shows the highest risk.

"Even to the point of predictions," he said. "That's what freaked me out. It still does, because you don't want to trust the numbers. You are hoping when the numbers come up that it's not right. But that forecast, within a few percent, most of the time is right on point. And let's say the forecast is wrong? Worst case scenario, what have we done? Oversaturated an area? Put in some resources we were going to use anyway? Realistically you never know if it worked or did not work. But the fact is, at the end of our period, you are seeing that we went from 16 percent crime in that area to 8 percent. Numbers don't lie."

Being willing to step out and take the chance on being wrong also is part of what's

driving Madisonville's success. Communicating with the officers about why he thinks the changes he makes are best for the department also has been key, Williams said.

"You have to really show them, and not just one time," Williams said. "But every day you're showing them what's going on and why we are doing what we're doing. I think that is the thing that clicked with how we're doing this predictive policing. I started selling these numbers and telling them, 'Look at what you're doing. These are your actions, not anything I've done. You have sat in these hot spots and thought it was ridiculous, but look what's coming out of it?'"

"They need to know that their hard work makes citizens safer, businesses want to come here, school systems get their tax money easier — all those different things. That is the impetus to get everybody on board."

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▼ Intelligence-led policing has proven some remarkable results for Madisonville, said MPD Chief Wade Williams. This heat map reveals crime patterns from data interpreted by Crime Analyst Mike Marks.



PHOTO BY JIM ROBERTSON

“Now, if Chicken Little says the sky is falling, you better get your umbrella. Because we’ve seen it work.”

10 STEPS

to a Good Search Warrant Affidavit

1 LOCATION, LOCATION, LOCATION

The first place to start with a search warrant is to describe the place to be searched with particularity. What does that mean? The description of a property must be precise enough so as to be unique, by address and physical description, so as to avoid confusing several locations that appear similar. Although not legally required, some judges also expect the officer to provide directions to the location, usually from a recognizable landmark, and it is becoming common to include a GPS location as well. (If that is done, the officer should know what map datum is being used by the source device, either a handheld GPS, mobile data terminal or even Bing or Google Maps.) If outbuildings, such as garages and sheds, are also to be searched, they should be clearly indicated in the description, as well.

3 PEOPLE AND VEHICLES

If you want to search a particular person or vehicle, be sure to indicate why in the narrative and have probable cause to do so. Describe the person by name and other identifiers, and the vehicle by make, model, plate and Vehicle Identification Number, if possible.



5 SHOWING NEXUS IS CRITICAL

Recent court decisions have emphasized the need to show a nexus between the place to be searched (as indicated by the location on the first page of the search warrant affidavit), and the narrative that provides the probable cause. In other words, make sure that you include the address in the narrative that shows the link between the location and the facts provided, and not simply assume that it will be clear.

7 PROOFREADING

If at all possible, have someone not involved in the case proofread your warrant. They can help you spot weaknesses and make sure your warrant reads well. Needless to say, a good warrant should be well written, with correct grammar, spelling, punctuation and capitalization. A good search warrant tells a story to the judge. This is particularly important if you are cutting and pasting from a prior warrant, as it is very easy for errors to creep into such documents.



9 STALENESS

In most cases, a search warrant is intended to search for items that are expected to be at a location at the time the warrant is obtained and the search is to be performed. As such, the information supporting the warrant should not be stale, but be recent enough that there is probable cause that the items are there now. *Sgro v. U.S.*, 287 US 206 (1932) For example, evidence that a witness saw drugs in a house three weeks ago might not be enough to demonstrate that drugs would be found at the location today. It is critical when including information from such witnesses, including confidential informants, that the date they saw contraband in a location be included. There is no hard and fast rule as to how much time must pass for information to be considered stale. Certain types of evidence are less likely to be considered stale, such as drug records and child pornography, the first because the records would likely be kept for a long period of time and the latter because once obtained, a subject rarely gets rid of it.

DOJCT LEGAL STAFF

Writing a search warrant is essential to many cases. Although Kentucky provides the form, AOC 335, it is up to the peace officer seeking the warrant to ensure that the search warrant is valid and provides sufficient probable cause to allow a judge to sign. If you pay attention to a few simple rules, your search warrants will meet that criteria and your cases will be solid. >>

“The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no warrants shall issue, but upon probable cause, supported by oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.”
— Amendment IV

2 ITEMS SOUGHT

Once you identify the location, you also have to list the items you are seeking, and those should be clearly connected to the facts that you will provide in the narrative. For example, if nothing in your facts indicates drugs, you won't be searching for them although of course, if you see illegal drugs, you will be able to seize them if they are in plain view, or located in a place you would be allowed to search based upon the scope of your search warrant.



4 FILL IN THE BOXES

A Kentucky search warrant includes boxes (at the bottom of the first page) to categorize the evidence being sought. It is important not to just randomly check the boxes, but to carefully select the boxes that describe the items for which you are looking. For example, if you are searching for the gun (the means) used in a robbery, as well as the cash (the stolen property), both the first and the second boxes will be checked.

6 OVERBREADTH

Your search warrant needs to show a connection between the facts and what you are seeking. You may only seize that for which you set forth sufficient facts so as to meet the probable-cause standard.



8 USING INFORMANTS (CONFIDENTIAL OR OTHERWISE)

Although it is not necessary to name a confidential informant in a search warrant affidavit, it is critical to demonstrate why an unnamed informant has credibility. This might be shown by a recitation of the accuracy of information provided in prior situations involving the same confidential informant as well as by the officer corroborating the information provided by the unnamed informant. Named informants generally start out with a higher degree of credibility than those unnamed in the affidavit.

10 CONCLUSORY STATEMENTS

Avoid conclusory statements, for example, “this shows probable cause.” It is your responsibility to show the judge the case you have developed and let that judge draw their own conclusion as to whether what you have provided is sufficient for probable cause.

Although it isn't difficult to write a good search warrant, when a warrant is written in a hurry, mistakes can happen. Taking your time and having someone else look over your warrant with a critical eye will help to ensure that your warrant is solid and will hold up to any challenge. 🐾

GERALD ROSS | ACTING GENERAL COUNSEL, DOCJT

NEW LEGISLATION

The following is a summary of new legislation enacted by the 2015 Kentucky General Assembly. Unless otherwise indicated, new statutes are effective as of June 24, 2015. A full summary of all new legislation is available on the Kentucky Department of Criminal Justice Training website, <https://docjt.ky.gov/legal/>.

CHARITABLE GAMING AND GAMBLING

Illegal Gambling Devices

Mechanical and electronic devices installed in businesses and private clubs that give consideration (payment) of any kind are considered gambling devices.

Charitable Gaming

One bill provides for the sale of electronic pull tabs, if the charitable gaming is otherwise properly licensed. A second bill provides for the use of banquets as charitable fundraisers.

MENTAL HEALTH

Mental Health

The definition of patient under KRS 202A.400 is amended to include individuals under outpatient mental-health treatment and telehealth services.

Criminal Homicide

Abuse, physically helpless and mentally helpless under KRS 507 (homicide) are defined the same way as they are defined in KRS 508.090.

FIREARMS

Concealed Carry Permits

CCDW courses may be taught by instructors who are certified by national organizations that provide such instructors, so long as they include the use of written tests, in-person instruction and live-fire demonstrations.

Employee Firearm Sales

An agency transitioning to new firearms may sell existing firearms to current or retiring employees, providing the weapon was originally issued to the employee and other restrictions are met. The purchase price must be set at fair-market value.

DUI AND DRUGS

Ignition Interlock Devices

Individuals convicted of a second or subsequent DUI may be required to install an ignition interlock device. In addition, following a period of suspension or revocation of an operator’s license, a driver who was convicted of DUI may be allowed to drive, provided an ignition interlock device is used. This law provides time frames for how long the ignition interlock devices must be used under specific circumstances.

Heroin

(EMERGENCY — EFFECTIVE IMMEDIATELY)

Coroners are required to notify commonwealth’s attorneys and local law

enforcement if a death has occurred from the use of a Schedule I controlled substance. Law enforcement (and other public safety) officers are permitted to have a prescription for and administer naloxone (Narcan) to someone suffering from an apparent opiate-related overdose, and will have immunity when it is done in good faith. An individual who requests assistance for a drug-overdose situation is immune from prosecution for the drug and related paraphernalia involved in the overdose, but they are not immune for other charges if appropriate. Contact information for the person for who initiates the medical call is to be shared with the health department. Two new charges have been created, Importing Heroin and Aggravated Trafficking, as well. In addition, local governments may establish needle exchanges.

Dextromethorphan Abuse

Limits the sale of products containing dextromethorphan to those older than 18 and requires that sellers check identification to confirm age.

Anaphylaxis Medication

Allows for authorized entities (such as schools) to keep anaphylaxis medication (epinephrine auto-injectors) on hand and for certified individuals who have completed appropriate training to administer the medication when needed. It also provides for immunity for individuals who administer such medication, provided the individual acts in good faith.



PUBLIC SERVICE

Flag Display

The governor is permitted to issue a proclamation for the display of the U.S. flag at half-staff in the case of the death of emergency-response personnel.

Reemployment of Retired Officers

Allows a sheriff’s office to reemploy a retired Kentucky State Trooper.

Police Officer Bill of Rights

This bill provides an extensive rewriting of KRS 15.520, for investigating complaints against qualified peace officers. Officers who work for a consolidated local government (Louisville Metro) shall be covered instead by new provisions under KRS 67C.

Corrections

Gives Department of Corrections Internal Affairs investigators the powers and authority of peace officers.

Public Service Retirement

A current elected official may not retire (and collect a pension) in anticipation of the end of their term, when they have been re-elected to the same office and will be taking that office at the beginning of that next term.

CHILDREN AND SCHOOLS

Booster Seats

Requires children under the age of 8 who have not reached the height of 57 inches be secured in an appropriate booster seat.

School Safety

Schools are expected to develop severe weather safe zones, by consulting with local and state safety officials and guided by the National Weather Service and FEMA.

VEHICLES

Motorcycles

Allows a motorcyclist raise as an affirmative defense that they turned on a steady red light, if they have come to a complete stop and the light has not changed for 120 seconds, which suggests that the light has malfunctioned or the motorcycle did not trigger the light to change.

Towing and Storage of Vehicles

An individual who has had a vehicle towed is entitled to retrieve certain listed items from said vehicle, even before fees are paid and the vehicle itself is released. Such items include, but are not limited to, medication, school supplies, documents, files and electronic devices that may include personal or business information, checkbooks, credit cards and child-safety seats.

ALSO OF INTEREST TO LAW ENFORCEMENT

Interpersonal Protective Orders

(DELAYED — EFFECTIVE JANUARY 1, 2016)

Allows victims in interpersonal (dating) relationships to receive the same protections as those in other relationships

defined under KRS 403. The entirety of KRS 403.715 – .785 has been repealed and reenacted to incorporate these protections. A number of provisions related to the enforceability of foreign protective orders also were passed. An entirely new chapter, KRS 456, has been created, relating to interpersonal protective and foreign protective orders, as well.

Forfeiture

Changes require the destruction of a vehicle subject to forfeiture that has been contaminated by methamphetamine production.

Aviation

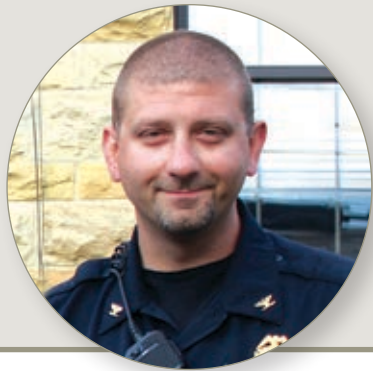
Creates the crime of knowingly directing a laser at aircraft. It will be a misdemeanor or a felony, depending upon the circumstances.

Stray Equines and Cattle

Shortens the period of time to 15 days (from 90 days) in which a county must hold stray horses and cattle before transferring ownership to another individual.

For more information on Kentucky's new laws, visit <https://docjt.ky.gov/legal> or scan this QR code with your smart device.





Chief Brad Smith

Irvine Police Department

Brad Smith graduated from Estill County High School in 2002. Smith joined the U.S. Army in September 2002, deployed in support of Operation Iraqi Freedom in 2003 and again in 2005. After completing five years of service, he returned to Irvine. From November 2007 to November 2010, he served as a deputy sheriff with the Estill County Sheriff's Office. In November 2010, he was hired as chief of Irvine Police Department.

HOW DID SERVING THE U.S. ARMY MILITARY POLICE AND THE ESTILL COUNTY SHERIFF'S OFFICE HELP PREPARE YOU FOR BECOMING CHIEF OF THE IRVINE POLICE DEPARTMENT?

It provided a lot of experience over a short amount of time. I was hired here just prior to my 27th birthday, so I was fairly young compared to most chiefs. I always had the outlook, for what I lack in experience, I can make up in motivation. I try to lead by example, saying, 'Let's go do this together,' as opposed to, 'Go do this!' I think that my military experience and time at the sheriff's office gave lots of situations from which I have learned.

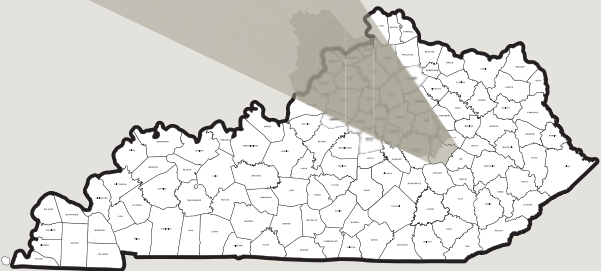
HAVING GROWN UP IN ESTILL COUNTY, DO YOU FEEL AS THOUGH YOU HAVE GIVEN BACK TO THE COMMUNITY, AND HOW?

This is home for me and the officers who work here. When you have the pleasure to police your own community, you get to see the direct impact of the effort you put in. This department took more than 2,500 calls for assistance last year. We worked 69 drug-trafficking cases with more than 70 DUI arrests. With only six

officers, including myself, I feel we make a great contribution in keeping Irvine safe and making a difference.

FOR A SMALL AGENCY OF SIX OFFICERS, COVERING ABOUT 2,500 IN POPULATION, WHAT MAKES THE IRVINE POLICE DEPARTMENT UNIQUE?

In a small agency we do not have the ability to have specialized divisions such as detectives. We get a case and have to do all the leg work to make sure the case gets handled. We get a great sense of accomplishment knowing our effort made a difference when a case is complete. In complex situations, like a rape case investigation, the officer gains a great level of experience with the evidence process and is assisted by the Kentucky State Police in conducting a polygraph exam.



"This is home for me and the officers who work here. When you have the pleasure to police your own community, you get to see the direct impact of the effort you put in."

HOW DO YOU MOTIVATE YOUR OFFICERS AND STAFF?

As the chief of a small department, I feel it's important that I pull my weight. I carry cases and take calls just like they do. I try to set a good pace that I want them to keep up with, and they do an excellent job.

WHAT IS YOUR MISSION STATEMENT AND HOW DO YOU ACHIEVE IT?

I feel like our mission is to succeed. We have to take being police officers seriously because at the end of the day our motivation will make our community a better place.

WHAT ARE YOUR LONG-TERM PLANS/GOALS FOR THE DEPARTMENT?

I look forward to working toward long-term goals one day at a time. I want to look back one of these days later in life knowing that we did our best to succeed and seeing how that has impacted our home. 🏡



■ The Department of Criminal Justice Training recently has been featured in a number of media programs informing the public about how training provided by the agency is translated into the actions of officers on Kentucky streets. WYMT Reporter Tanner Hesterberg, left, interviewed Physical Training and Defensive Tactics Supervisor Travis Tennill along with multiple other DOCJT instructors and staff during his coverage.

To view the recent videos, visit www.docjt.ky.gov and look for Local News Coverage on the homepage.

PHOTO BY JIM ROBERTSON

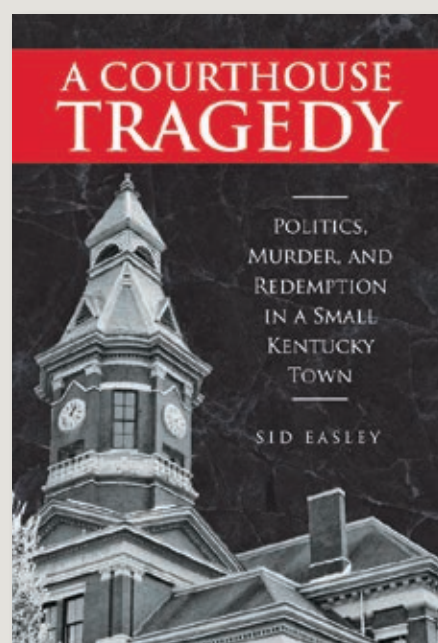
Book Review

Shawn Herron | Staff Attorney



A Courthouse Tragedy

Politics, Murder and Redemption in Small Town Kentucky



Kentucky has many firsts to its credit. The first Catholic Cathedral west of the Allegheny Mountains (St. Joseph Proto Cathedral in Bardstown), first commercial oil well (in McCreary County), first use of an electric light (at the Southern Exposition in Louisville) and of course, bourbon whiskey (in Bourbon County) are among them. But few people know about a first in law enforcement history that is credited to Graves County.

In “A Courthouse Tragedy,” Sid Easley weaves a rich story about a little-known first which Kentucky claims — the first woman elected sheriff in her own right in the United States. Easley, an attorney and former district judge in Calloway County, interlaces together the lives of two families, the Roaches and the Galloways, and shows how they ran in parallel lines in the early 1900s, finally colliding with the murder of Sheriff John Roach and the selection and then election of his wife as his successor.

On March 6, 1922, Graves County Sheriff John Roach, was murdered by one of his deputies, Sam Galloway. Although women had only won the right to vote two years before in 1920, there was tremendous public pressure to appoint Sheriff Roach’s widow, Lois, to the position. Under Kentucky law at the time, the decision as to who would fill the post fell to County Judge J.W. Monroe. Although his son-in-law also wanted the job, Judge Monroe was an astute politician who quickly bowed to community pressure. Lois Roach was not a typical housewife. After all, she had graduated from Western Normal School, now Western Kentucky University, and had received a state teaching certificate

at the age of 18. The implications of the decision were not without concern to the county judge, who initially offered to appoint Lois Roach as a co-sheriff, with her in charge of the tax collection side along with a man who could handle the law enforcement side. She declined that offer, declaring herself willing and able to handle the entire job. Thus, on March 11, 1922, at 11:30 a.m., Lois Roach became the first woman sheriff in Kentucky and, it is believed, the first woman to hold that position in the United States. Only a few months after her appointment, her occupation of the position was challenged. The attorney general affirmed she should hold it until the general election of 1923. She stood as a candidate in that election to finish out her husband’s term and won by a landslide. When she left office in 1927, she returned to Barren County, her family’s home, to live with her young daughter. At her death in 1979, she was returned to Graves County to lie next to her husband.

For a book that begins with tragedy, it lives up to its longer title, as it ends with not only how Lois Roach lived out her long, productive life following the death of her husband, but also what happened to Sam Galloway following his release from prison in 1929 and relocation out of state. Easley’s story is a straightforward telling of the tragedy and the trial, and how those involved, both the victim’s family and the man convicted of his death, met for a moment in time in 1922 and then parted. But in doing so, it also highlights a small piece of Kentucky law enforcement history in which Kentucky can be proud, as it opened the door for women to be respected as true law enforcement officers. 🐾

By Sid Easley, Butler Books, 2014, pp. 280

STRANGE STORIES FROM THE BEAT

» Happy birthday! (You’re under arrest)



A recent birthday wasn’t so happy for a man suspected in a string of break-ins and thefts. A birthday card helped police track him down when it was found in a van stolen in one of the incidents.

The card, addressed to the suspect, wished him a happy 21st birthday. Police said the suspect and a teen broke into an elderly couple’s home as they slept, allegedly making off with weapons, electronics, wrapped Christmas gifts, the van and another car.

» Montana man ‘likes’ his own wanted poster

A Montana man made a big social media fail when he liked his own “Most Wanted” poster on a Crimestoppers Facebook page — ultimately leading to his arrest. The 23 year old was arrested on felony



charges of check forgery after administrators posted a screenshot of the suspect on their Facebook page. He was a suspect in the theft of a wallet and personal checks.



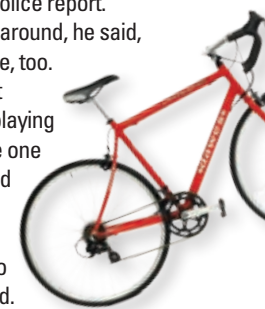
Texas driver says turtle, cat and squirrel caused wreck

A 33-year-old Texas man told authorities a turtle, cat and squirrel — and a tree — all were to blame for him crashing his car in the county. The man told officers he swerved to avoid the critters and hit the tree. When police arrived, the unidentified man still was in the driver’s seat, unaware of his location, and his speech was slurred. Police didn’t buy the wrecked man’s explanation and charged him with drunken driving. A witness told authorities the driver passed him on the right shoulder, hit a guardrail, left the road and struck the tree. No witness reported a turtle, or a cat or a squirrel.

Bike stolen « while reporting iPhone theft



A man rode his bike to the police station to report his stolen phone and asked if he could leave his bike inside the station. They obliged and he filled out his police report. When he turned around, he said, his bike was gone, too. “At first I thought somebody was playing a joke on me, like one of the officers had walked around the corner, or something, just to be funny,” he said. Nope. It was stolen.



95-year-old man « fights off robber with cane

An elderly World War II veteran fought off a robber who allegedly tried to take his wallet. The 95-year-old Manchester man was leaving a local drug store just after 9 a.m. when a man approached him. Police said the suspect allegedly grabbed his arm and reached for his wallet.

Then he started to fight off the attacker and hit him several times with his cane. A witness rushed into action, trying to help the elderly man, but the would-be victim wasn’t hurt and the robbery suspect ran away.



» IF YOU HAVE ANY funny, interesting or strange stories from the beat, please send them to jimd.robertson@ky.gov

Put More On Your Plate!



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KENTUCKY LAW ENFORCEMENT MEMORIAL FOUNDATION